

EAST BAY LABOR JOURNAL

THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

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146

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SINGLE COPIES TEN CENTS

from the EDITOR'S CHAIR

Flatfooted & foursquare

The recent campaign had its serious and its more amusing moments—but the latter were hard to find.

One occurred when Norm Amundson came out flatfooted for Alan Cranston.

Norm announced formation of the Flatfooted Veterans for Alan Cranston for United States Senator Committee.

Unlike Cranston's now defeated opponent, Max Rafferty, Norm carried a rifle, not a cane in World War II. But he and Rafferty have one thing in common—flat feet.

I like to think that Cranston's victory owed something to the flatfooted committee's support.

Flatfooted and foursquare.

★ ★ ★

THE NICEST person suffers a rare change the first time he or she steps on a stage and hears that magic of applause. Having done it myself in amateur dramatics, where I played bad guys, and once a funny guy—but never a leading man—I know just what happens, believe me. If you're a Dr. Jekyll before you realize you are an actor, you're a raging Mr. Hyde afterward, if anyone or anything gets in the way of the admiration you know you deserve.

Once you've had the attention which applause signifies, you have to have it. It's like dope.

So, I like the story about the late great John Barrymore.

Shopping in a Hollywood store, he was the center of attention, and, naturally, he knew it.

When he told the saleslady that he was ready to buy, she asked him, "cash or charge?"

"Charge," he said. "And the name?" she asked him. Bristling slightly, he replied, "Barrymore!"

"And the first name?" asked this lady who must have been the only person in Hollywood who never went to movies.

★ ★ ★

HE DID a slow burn until the answer came to him.

"Ethel!"

★ ★ ★

BACK in 1906, the original W. R. Hearst wrote an editorial entitled "A Pathetic Whine From a Scab." As was usual in those days of elaborate headlines, it had a subheading, "Where Does This Man Suppose His Good Wages Come From?" It's an answer to a man who objected to joining unions.

I recommend the editorial to the Hearst Los Angeles Herald-Examiner management which has been fighting unions with scabs—professional, not pathetic—for 11 months.

OFFICIAL NOTICES

Correspondents columns will be found on pages 4 and 9 of this edition of the Labor Journal. Unions will find notices of important meetings called by their officers on page 10.

Blitz on labor looms in bargaining attack

Hockey tilt to raise local election funds

Alameda County labor absorbed the punch of last week's Presidential election loss and aimed at its next political objective—city elections next spring in three East Bay communities.

The Central Labor Council set out to rebuild COPE's depleted treasury for campaigns in support of local candidates.

First big fund-raising event will be "Union Night" at the Coliseum, Friday, December 6, when the California Seals-Philadelphia Flyers ice hockey tilt will raise COPE funds.

Blocks of choice tickets are available at the Labor Council office, 2315 Valdez Street, Oakland, phone 444-6510. A substantial share of the \$4.50 per ticket price goes to the council, and labor's percentage will increase with increase in number of tickets sold.

Unions and individuals were urged to order tickets, making checks payable to the Labor Council.

City elections will be held in Oakland on the third Tuesday in April with a runoff if necessary four Tuesdays later, in Berkeley on the first Tuesday in April and in Alameda on the second Tuesday in April.

COPE noted that local offices are the basis of public careers of many state and national officeholders, and asked help to the campaigns to elect pro-labor candidates in the East Bay cities.

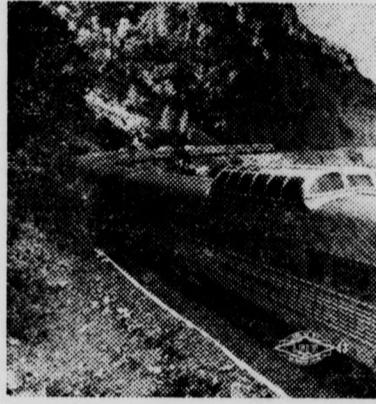
GIVES EXAMPLES

The report carefully did not accuse the health professions en masse, noting that the ob-

Passenger train 'losses?'

- What's wrong with workmen's compensation?
- How 16 families got out of debt.
- The battle at the University of California.
- A special job by a union for a member.

These are the subjects of this week's special East Bay Labor Journal supplement, "Inside Issue."



Inside Issue -- pages 5-8

Fraud, unethical practices held costing MediCal millions

Fraud and unethical practices by providers of health care are draining the MediCal program of from \$6,000,000 to \$8,000,000 a year, the state attorney general's office charged last week.

The 74-page report of an eight-month investigation was issued by Chief Deputy Attorney General Charles A. O'Brien and laid the abuses to physicians, hospitals, nursing homes, pharmacists and others.

O'Brien said another \$4,500,000 to \$9,000,000 have been wasted through over-use and poor administration.

GIVES EXAMPLES

The report carefully did not accuse the health professions en masse, noting that the ob-

jectionable practices could be the fault of "only a small number of providers."

But it gave such examples as:

- A patient in a physician-owned hospital got 160 blood tests, most of them identical, and multiple x-rays—without one abnormal finding. "This type of over-servicing was similarly provided to many other patients in this same hospital," the report said.

- Cases where physicians signed blank prescriptions which were filled out by nursing homes were discovered, including one in which "a physician thought he was signing a prescription for a drug when in fact it was filled in by a nursing home for a pa-

MORE on page 12

The vote results weren't all bad

East Bay union campaigners have nothing to be ashamed of in their efforts at last week's national election, despite the nationwide victory of the GOP's Richard Nixon over labor-endorsed Hubert H. Humphrey.

Humphrey's Alameda County margin over Nixon was far greater than the county majority which former Governor Edmund G. "Pat" Brown got two years ago against Ronald Reagan.

And George Wallace's minority of the vote was appreciably smaller here than his nationwide returns. The Alameda County figures:

1968: Humphrey, 218, 305

Nixon, 152,376

1966: Brown, 190,968

Reagan, 189,055

Wallace's "one-speech" campaign appeared to have lost momentum nationwide and receded

from the expected 15 to 20 per cent to 11.2 per cent in near-final tallies. That amounted to 9,188,016 votes, compared to Nixon's and Humphrey's some 30,000,000 apiece.

But in Alameda County, Wallace fell far flatter as labor advertised his sorry record and repressionist policies.

He got just 28,262 votes or 6.9 per cent in final returns, out of a total 406,339 votes cast for all candidates.

Elsewhere, the picture was not entirely dark, either. Humphrey won in Contra Costa, San Francisco, San Mateo and Santa Clara Counties.

Despite the Southland's reputation for supporting conservatives, Humphrey had a substantial majority in Los Angeles County too.

Humphrey carried a score of counties, including Sacramento and Fresno, and polled a close 3,186,270 to Nixon's 3,406,851 statewide.

Unions facing challenge from business plan

The nation got a frightening look last week at big business plans—based on the election of Richard M. Nixon—to drastically slash unions' ability to bargain for their members.

There had been other intimations that business was waiting for the Nixon election to move to cut unions down, but the remarks of Peter J. Pestillo, labor relations director for the United States chamber of commerce were the frankest giveaway yet.

GET TOGETHER

Pestillo's disclosure, first made in a Los Angeles Times interview just before election, was that 35 major business groups have got together seeking drastic revisions in the National Labor Relations Act—aims which AFLCIO President George Meany said would destroy the act "as we know it."

Some idea of the size of labor's job to protect its members was seen in the Pestillo disclosure that many national corporations—including American Telephone & Telegraph, General Motors, Sears Roebuck, General Dynamics

MORE on page 12

Print Specialties strike in Oakland

Employees of the Melrose Name Plate firm in Oakland struck Monday morning, with management and their union still far apart on wages in negotiations which started in early October for a first-time contract.

The employees voted for Printing Specialties 382 in a National Labor Relations Board election and sought to negotiate a contract.

Management's wage offer for a two-year contract was as much as 40 cents below union proposals for the first year of an agreement. Organizer Richard Clark of Printing Specialties District Council 5 reported.

Management and employees also were far apart on health and welfare.

With negotiations deadlocked, the employees voted for a strike and sanction was approved by the Alameda County Central Labor Council executive committee.

The company, at 919 Harrison Street, Oakland, makes metal labels and instruction panels for machinery and produces nameplates.

HOW TO BUY

Group plans supplement Medicare

By SIDNEY MARGOLIUS

Labor Consumer Advisor for Labor Journal

Copyright 1968

Older people who have Medicare benefits are about to be hit with another increase in the portion of the bill they pay. Beginning in January they will have to pay the first \$44 of the hospital bill under Medicare, instead of \$40 as now.

Moreover, the amounts that Medicare beneficiaries contribute for long hospital stays will be increased 10 per cent. The \$10 a day paid by beneficiaries for the 61st through 90th day will be increased to \$11. The \$5 a day paid for the 20th to 100th day of a stay in a posthospital extended-care facility (approved nursing home) now becomes \$5.50.

THESE COME on top of a recent increase in retired people's monthly fee for Part B—which helps to pay for doctor bills. This now is \$4 a month compared to the original \$3.

The larger deductibles and Part B fee have been caused by the accelerated rise in health-care costs in general the past two years, and by greater use of Medicare than was expected. In general, health-care costs have jumped about 13½ per cent in the past two years. This past year alone, hospital fees have gone up about 15 per cent and medical services, about 8.

Further increases in Medicare fees can be expected as medical costs continue their inevitable climb under the present disorganized state of health care. The law requires the Social Security Administration to review the hospital deductible and doctor-bill payments periodically, and adjust them as necessary.

Despite the increases Medicare has proved to be of enormous value. The average hospital stay for a Medicare beneficiary has been costing about \$600, with Medicare paying most of it.

The program in fact has made it possible for at least some older people to get hospital care, or more extended care, than otherwise would have been possible. The number of people over 65 getting hospital care increased to about 200 of every 1000 in 1967 from about 180 the year before.

THE RELENTLESS jumps in medical costs are especially critical for retirees. Their incomes usually are fixed, and they already have been subject to heavy rent increases in a number of cities this year.

Older people who belong to a group-practice comprehensive health-care plan are finding this kind of plan a lifesaver for providing the additional services and expenses not covered by Medicare.

Rudolph Koch, a retired worker tells how such a plan is helping him. In 1950, he and his wife joined the Ross-Loos Medical Group in California as individuals. "We received excellent care

but we thought the monthly fee of \$22 was a little steep as we still had to pay \$1.25 for each office visit, and proportionately more for other services," he reports. "When Medicare came in, we considered dropping Ross-Loos but decided to keep it a while longer and see what would happen.

"All medical services went through the ceiling, and a cash outlay of \$50 a year plus 20 per cent of all doctor bills at today's prices (the Part B deductible) is a lot of money. In May my wife had surgery. The hospital charged \$42 a day for three days, not counting incidental expenses. Ross-Loos paid every penny.

"Six weeks later I had to go to the hospital for 10 days at \$43 (the new price)! The anesthetist alone sent me a bill for \$92. Ross-Loos paid all costs except \$37 for a private nurse the night after my operation. Furthermore, Ross-Loos reduced our fee to \$16 a month after Medicare started."

SO TAKE a tip from Mr. Koch, a thoughtful man who carefully prepared for his and his wife's retirement needs.

Some labor unions do now have their own health centers which provide supplementary coverage for retired workers. And while community-wide group-care plans are not available everywhere, more are being developed all the time by unions and cooperatives.

Among the larger group care plans are the Kaiser Foundation plans in California, Oregon and Hawaii; Health Insurance plan of Greater New York; the Group Health plans in Washington, D.C. and Seattle; Community Health Association, Detroit; AFL Medical Service Plan, Philadelphia; Community Health Foundation, Cleveland; Group Health Center, St. Paul; Union Health Service, Chicago; San Diego Health Association, and others in Long Beach, New Haven, Birmingham, Minnesota, Oklahoma and other areas.

While your wife can't be covered by Medicare until she is 65, one question that often arises concerns a wife of 65 with her own Social Security credits, whose husband is younger. When the husband reaches 62 he should register for social security even though he plans to keep on working. The wife then would be eligible for Medicare Part A (hospital) coverage even though neither would be getting social security payments while the husband continues to work.

There is no problem about Part B (doctor-bill coverage). A wife can sign up for it and pay the \$4 a month when she becomes 65 whether or not her husband applies for Social Security and even if he is not yet 62.

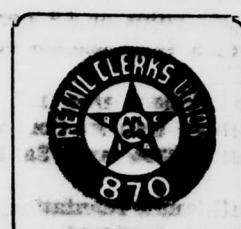
BOOST THE LABEL

BUY UNION LABEL PRODUCTS ONLY

When making purchases, always ask for the union label. If building a home or repairing one, see that the men doing the plumbing or steamfitting work, painting, etc., belong to the union. Ask to see their card. Boost the union emblem and help yourself. Patronize and demand the following union cards:

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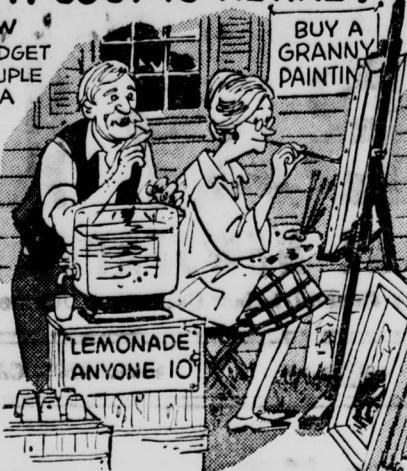


YOUR MONEY'S WORTH

by Sidney Margolius

WHAT DOES IT COST TO RETIRE?

GOVERNMENT'S NEW MODERATE-COST BUDGET INDICATES THAT A COUPLE NEEDS ABOUT \$350 A MONTH FOR SECURE RETIREMENT. (COSTS FOR A SINGLE PERSON FOR THE SAME STANDARD WOULD BE ABOUT \$215.) BUT SOCIAL SECURITY IS FAR BEHIND. AVERAGE CURRENT BENEFITS FOR A COUPLE ARE ABOUT \$170, AND EVEN THE MAXIMUM BENEFIT IS \$241.50. BETTER PLAN TO HAVE SOME ADDITIONAL INCOME.



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Bad drivers' claim on seniors challenged

Older motorists, whom auto insurance companies have often penalized on the theory that they are bad drivers, may get a break.

A preliminary study has indicated that theory that over 65s are not good risks is very wrong, says United States Senator Philip A. Hart, Michigan Democrat.

"Hopefully," Senator Hart said, "when companies analyze the data they will seek out the business of oldsters."

Hart aimed at insurance reform as his next target after success in his truth-in-packaging effort.

Besides older persons, insurance firms have considered bad

risks to be those from 16 to 25 and those living in large metropolitan areas.

Minorities have long complained that they are discriminated against in auto rates and cancellations. Some companies have set special "high risk" rates for domestic workers since they drive to several different homes.

Poor people also have found themselves likely to pay higher auto insurance rates.

Says writer James Ridgeway:

"By concentrating on a 'ruin-out competition' for the 30 per cent preferred risk drivers, insurance companies have opened the way for those who specialize in 'bad risks.' They charge usurious rates."

Peanut butter from peanuts

Industry representatives have announced they'll go to the courts against the Food & Drug Administration's order that at least 90 per cent of peanut butter has to be peanut products.

FDA started its campaign for more-peanuts-in-peanut butter in 1959 when at least one brand was selling peanut butter which was 75 per cent peanuts.

Most brands contain close to 90 per cent of peanut products, but manufacturers object to FDA's ban on chemical preservatives, artificial flavoring, coloring, added vitamins and sweeteners.

If you've paid more and seen less lately, it's probably because you have a tinted windshield in your car, Ralph Nader says. Tinted glass prevents 30 per cent of the outside light from reaching you behind the wheel, while ordinary windshields stop only 12 per cent.

Some dealers say you have to wait weeks if you want an air-conditioned car without tinted glass, but since you are already paying plenty for the "air"—it might be worth it to wait and save the extra cost of tinted glass. A good set of sunglasses, which can be taken off at dusk, would cost less and let you see more, Nader advises.

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Getting Your MONEY'S WORTH

Parents are urged by **Consumer Reports** to steer their children clear of a toy that could harm the person using it, or others. The toy, **Zulugun**, is a small plastic blowgun that shoots one-inch plastic **Zuludarts** with suction-cup tips. It sells for 10 cents and is manufactured by the Frank H. Fleer Corp of Philadelphia.

The toy is potentially dangerous on two counts, says **Consumers Union**, publisher of the magazine. For one thing, a child may decide to arm the relatively ineffective suction tip with a pin or needle and go after or accidentally hit live targets. A child may accidentally inhale a dart instead of blowing it out.

"NEEDLE-TIPPED or not," the magazine says, "a dart lodged in the throat or lungs can cause serious trouble. It already has."

The magazine notes that 13 Zuludart accidents have already been recorded by Philadelphia health officials, according to **Medical World News**.

Philadelphia's health department learned that the darts were being breathed in by children and had to be recovered from the lungs in 11 of the 13 accidents recorded; in 10 of those recoveries, the darts were needle-armed.

Between 4,000,000 and 6,000,000 **Zuluguns** have already been distributed to such cities as New York, Boston, Baltimore, Detroit, Washington and Chicago. A toy as small and cheap as the **Zulugun**, CU says, is very likely to be bought at Christmas time by unwary adults as a stocking filler, or by children in any season.

The **Zulugun's** dart is unlikely to be inhaled if the toy is handled properly. But, notes **Consumer Reports**, a child could easily forget which end of the **Zulugun** is which. And if he put the muzzle end to his lips and took a breath, inhaling a dart would be difficult to avoid.

(Copyright 1968, by Consumers Union of U.S., Inc., Mount Vernon, N.Y.)

Don't refer

Don't fall for an agreement to "refer" other customers to a salesman, says the Maryland attorney general. All you are doing is signing up to buy even more merchandise yourself, he warns.

Tell 'em you saw it in the **East Bay Labor Journal**!

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POSTMASTER: PLEASE SEND CHANGE OF ADDRESS NOTICES. FORM 3579. 10 1622 EAST TWELFTH STREET, OAKLAND, CALIF. 94606.

Social Workers picket over pay for welfare aides

More than 150 members of Social Workers 535 picketed the Alameda County Welfare Department headquarters last week to protest the fact that 26 welfare aides have remained on welfare instead of going on the payroll.

The aides have been working since September as liaison between social workers and welfare clients in a "new careers" program which has drawn national attention.

Other county departments have paid their aides from the first day, the union charged. By keeping aides off the payroll, the welfare department is also denying them sick leave, vacation, tenure and other benefits, said Local 535, which represents most of the welfare aides.

At a meeting called last month at union insistence, Welfare Department administrators promised to present the civil service commission a solution to the wage and inequity problems, the union said, but the promise had not been kept.

Civil service indicated it could remedy the situation with little expenditure of county funds if it chose to do so, Social Workers 535 said.

Hospital union wins 2 first-time pacts

Hospital & Institutional Workers 250 has won first-time contracts with two Berkeley convalescent homes, boosting low pre-union pay scales and granting contract provided fringe benefits.

The agreements were with the two-unit Kyakameena Convalescent Hospital, against which strike sanction had been granted by the Alameda County Central Labor Council, and with the Elmwood Convalescent Hospital.

Pay raises up to 50 cents per hour over the three-year contract term are provided the 40 Kyakameena employees. Nurses' aides, previously paid the state minimum, were raised to \$1.85 per hour retroactive to last May 15. Their pay will go to \$1.95 per hour next May 15 and will rise to \$2.05 on May 15, 1970.

The 60 Elmwood employees got 15-cent per hour raises effective June 1. Lowest-paid workers will receive \$1.90 an hour next December 1, \$2 an hour next July 1 and \$2.10 on July 1, 1970.

For the first time, Kyakameena employees get shift differential pay.

Why not pass this copy of the East Bay Labor Journal to a friend of yours when you are finished reading it?

Probation aide back on job as county fights reinstatement

Alameda County this week still was stubbornly battling a deputy probation officer's plea to withdraw a resignation—after three courts had ruled against the various county pleas.

But, Sharon Damron was back on the job this week, pending disposition of the county's appeal.

Her union, East Bay Municipal Employees 390, first won an order by Superior Judge Spurgeon Avakian that the county civil service commission must reinstate Miss Damron with back pay to September 1, 1967.

CHANGED MIND

Miss Damron, upset by frustrating red tape, had submitted her resignation six months in advance.

Then she changed her mind and asked to withdraw the resignation. Acting Chief Probation Officer James Callahan refused and the civil service commission backed him up.

The union went to court, charging that the refusal was based on her political activity in circulating petitions asking nationwide recruiting to fill the post of retiring Chief Probation Officer Lorenzo Buckley.

The commission appealed Judge Avakian's decision and union attorney Stewart Weinberg got an order by Superior Judge Lewis Lercara that Miss Damron

New training plan

Labor Secretary Willard Wirtz has recommended a national training law for permanent financial aid programs for training in private industry and a national council for long-term promotion of occupational training.

No 'economy' in GOP campaign

If anyone doubts that Republicans have lots of money-fad contributors, let him look at campaign spending reports by the two major parties.

On its own, more than a week late report, the GOP said its national campaign spending would be "slightly more" than \$17,000,000. The Democrats said they had spent between \$10,000,000 and \$12,000,000.

"Economy" is a GOP watchword—but not in campaigning.

Office Employes get sanction, win Swan store raises

be called to work with back pay, pending action on the appeal.

Back into legal action went the county counsel's office, representing the commission. It asked the district court of appeal to override Judge Lercara, but the court refused.

Then, said Weinberg, the county counsel asked him to stipulate that Buckley had accepted Miss Damron's resignation—which the county had not even tried to prove in previous court action.

The county counsel had produced her resignation form, with a space for Buckley's signature accepting the resignation, but Buckley had not signed it, Weinberg noted.

The union attorney refused the stipulation and the county's next move was to go back into superior court asking that the record be "corrected" to show that the resignation had been accepted.

An additional \$10 a month per employee contribution to health and welfare was also gained, providing a major medical plan and other improvements.

The contract improves vacation by adding a fourth week after 15 years service and adds another paid holiday for a total nine per year.

A committee of involved unions and Labor Council Executive Secretary Richard K. Groulx aided in the settlement.

Tell 'em you saw it in the East Bay Labor Journal!

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THE GARDENS OF MOUNTAIN VIEW . . .

Here amid the everchanging color of the season's flowers and trees, visitors appreciate the quiet, green haven that is Mountain View Cemetery. For over a hundred years, Mountain View's substantial endowment care fund has provided a scene of beauty in which the departed are honored in settings left to individual choice. Ground burial, cremation, indoor and outdoor crypts are all available.

MOUNTAIN VIEW CEMETERY

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Typographical 36

BY ART TRIGGS

Voting on the tentative contracts with the News Observer, Inc., and Sparks Printing Co. will take place Sunday at the union meeting. The regular date is moved ahead one week in conformity with local law so as to miss Thanksgiving.

The basic parts of the contracts, including wages, are the same as the Tribune contract which was recently signed. Wages will be retroactive to October 7.

Negotiations were conducted with the two companies by a committee composed of Chairman Byron M. Edgett, C. M. Petty, Jack W. Hill Sr., and President Art Triggs.

NAACP Credit Union

BY PAUL HUGDINS

A Credit Union benefits every member who uses its services. It is cooperative finance for the mutual benefit of the members.

The members pool their savings and use the money for loans to the members.

Loans at low interest rates are available to members who have good reputations. Interest is one per cent per month on previous balances and adds up to \$6.50 per \$100 per year on any loan correctly repaid in 12 or more equal monthly installments.

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On auto finance the Credit Union may save the buyer \$200 or more, compared to letting the dealer write the financing paper. We can finance 70 per cent of the total retail value of the car.

You can join this Credit Union if you are a member of the Oakland Branch of the NAACP. If you are not, you can join the NAACP and the Credit Union at the same time. You pay a \$1 entrance fee and put \$5 or more into savings in the Credit Union.

There are no restrictions. Any human being is eligible to join. The office is in the Carpenters Credit Union building at 3361 MacArthur Boulevard in Oakland. The telephone is 533-3889.

Chips and Chatter

BY GUNNAR (BENNY) BENONYS

On a cool, foggy Monday morning, we have 77 members on the out of work list. From here, the work picture looks good on the basis of announced construction projects that as yet haven't started. We hope this will be a true picture in the months to come.

New to the current sick and injured lists are, Lester Nickelberry, who fell on the Gordon Ball job. Still suffers dizzy spells. E. L. Dunn was hospitalized for a knee operation and is still laid up. Robert Hamilton is off due to a knee injury on his job. Clemond J. Routte, still on the recovery list from a September injury on a job. Archie Puckett is on Social Security Disability pending recovery.

We lost several brothers this month, staunch old timers who answered a call from the Master Carpenter: Lawrence Digerness, Henry Muller, Fred Bjorkman, Ran H. Burton, and Ernest Dawson. We also sadly report that three members lost their wives: Mrs. Angelo C. Barbieri, Mrs. Wil-

lard O. Baker, and Mrs. Melvin A. Wickman.

Brother Ed Helsby lost half of his house due to fire. Fortunately his car was not in the garage at the time, and his wife was not injured.

The old timers pin presentation luncheon, held this past Saturday at Goodman's Hall, was a big success. Committee chairman Al Thoman's arrangements were enjoyed by all. He called on President Harry Yetter for a few well chosen remarks and yours truly put in a few words to honor and praise these long time members for their active participation in the affairs and support of the union throughout their many years of membership.

Brother Mel Johnson, Financial Secretary, issued pins to nearly 200 members who were present and will mail pins to those who could not be with us.

Among those scheduled to receive pins were, for 65 years:

Peter Campbell, Harry Harbinson and Alfred Vindelov. For 60 years, Bill Gellerman, William Jack and George F. Weiser. For 55 years, Ernie Crow, E. E. Lebourveau, and O. M. Alexander. For 50 years: Justus Nyquist, C. C. Merritt, M. F. Kinney, L. J. Fowler, and Mathias Andreason.

Other presentations were made to veteran members of 45, 40, 35, 30 and many 25 members, too numerous to list individually.

All in all, the honored guests enjoyed a fine luncheon, a few drinks and visited with their brother members, some of whom they had not seen for several years.

I sometimes wonder if any members read this column. Do you? Drop me a post card and let me know if you do. Also, tell me have you taken any trips to other areas? What's doing there? What are the wages there. How was the fishing or the hunting? Any new additions to your family?

We are all interested in each other. Let us know. Attend your meetings once in a while so we can say "Hello Brother, it's nice to see you."

See you at the next meeting, Thursday night, November 21, at 8 p.m.

Steel Machinists 1304

BY DAVE ARCA

Hi. There's animosity among too many people. Blackmail muscle is strangling many schools. If "Force" is a source of dissension — Student violence, is a "Force" of fools.

Our troubles seem to stem from frustrations. We've been used and abused by men in power. If we're ever to sever subordination, we need to "think" now, is the hour.

A Happy Thanksgiving to you. Everyone can find something to be thankful for. If we want to. Nixon's supporters are elated at his election. If workers voted for Nixon, they voted against their own interests. Nixon's methods of maneuvering are on record. He has an affinity for Big Business. We anticipate some corrosion of collective bargaining machinery.

Nixon's back up man is Agnew. We hope Nixon takes care of his health. Barry Goldwater is back in the Senate. Want to bet the next four years will find anti-labor legislation bandied about in Congress?

Workers voting for Nixon and Wallace, have created treacherous waters for our Ship of State. Unfortunately, we're all in the same boat. Oh well, what will be, will be. Still, there's a certain sadness over what might have been. Okay? Okay.

Millmen's 550

BY ARSIE BIGBY

As you know, our Local Union endorsed the entire COPE slate of candidates for Political Office in this just concluded Election. I am happy to report the greater percentage of these COPE endorsed candidates were elected on Tuesday, November 5, 1968.

However, we failed to elect the really-really BIG one, Humphrey to the Presidency. I must say he and Muskie were rewarded very poorly for their years of dedicated service and the most outstanding Legislative contribution they have made to the benefit of our society. The Democratic Party should be very ashamed of itself (in my opinion) for allowing this to happen to these fine outstanding men.

And now some reminders:

1. Health and Welfare.
Those of you who wish to change your insurance coverage from Occidental to Kaiser, or from Kaiser to Occidental, must do so between the dates of November 15 and December 15, 1968. If you wish to change, your new coverage will begin on January 1, 1969. If you desire to change, call the Trust Office, 444-1402 for a "Choice Card," and be sure it is filled out and mailed back to the Trust Office, 220 14th St., Oakland, California 94612 before December 15, 1968.

2. Self Payments on Health and Welfare:

Effective January 1, 1969, Self Payments to the Mill Cabinet Trust for Health and Welfare will be raised from the present \$10.00 per month to \$12.50 per month.

3. Dental Plan:

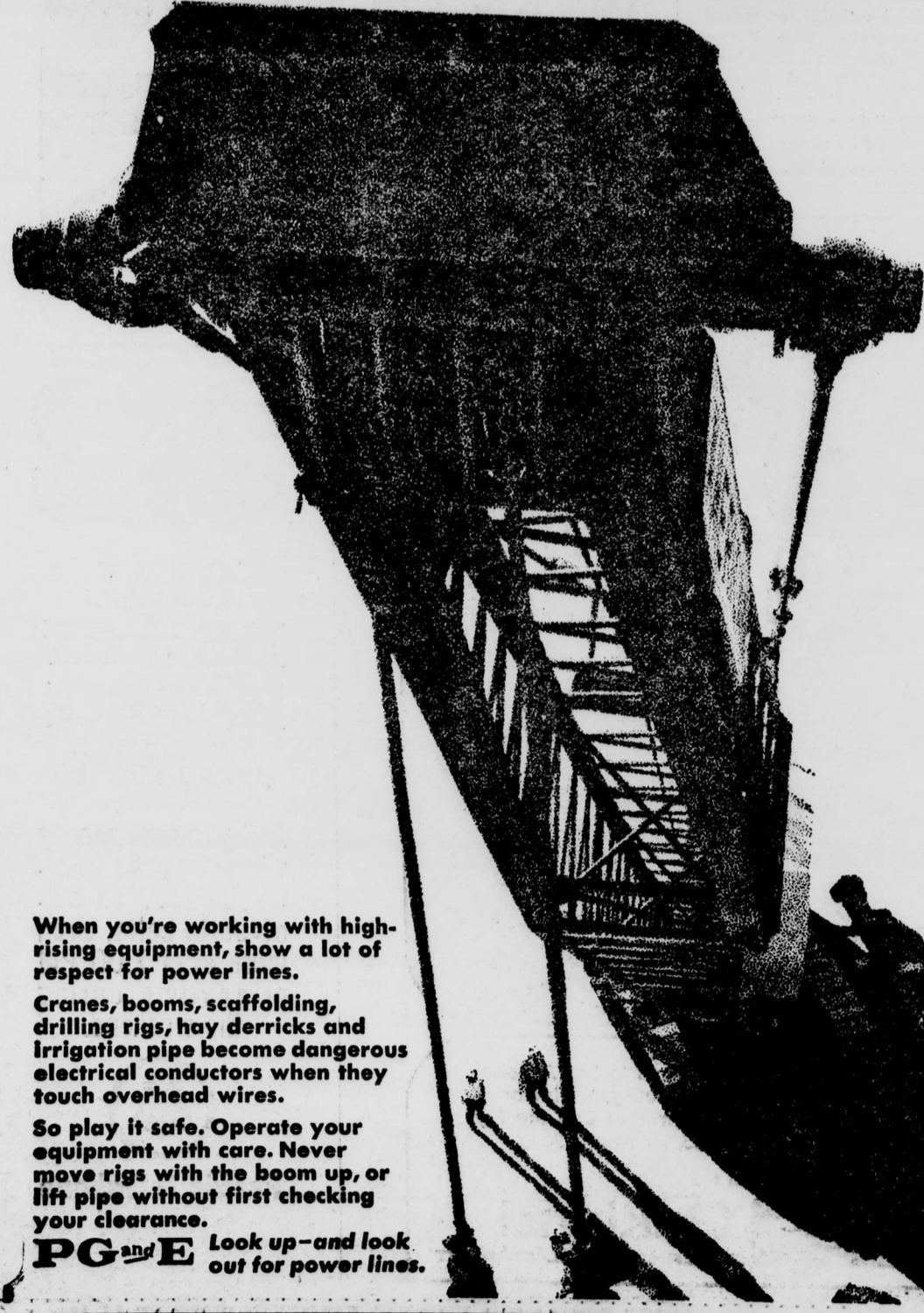
All Dental care service costing more than \$35 must be approved by the Dental Trust Administrator before the Dental work is performed. Call 444-1402 for information.

Until next time . . .

HIGH SCHOOL DIPLOMA FAST!!

For FREE INFORMATION send your name and address to: Educational Service, P.O. Box 514, Jackson Heights, N.Y. 11372 (dept. OEB-2) or phone: 212-232-7401. Send no money. No one will contact you. (Sent free by mail only).

DON'T LAY YOUR LIFE ON THE LINE.



When you're working with high-rising equipment, show a lot of respect for power lines.

Cranes, booms, scaffolding, drilling rigs, hay derricks and irrigation pipe become dangerous electrical conductors when they touch overhead wires.

So play it safe. Operate your equipment with care. Never move rigs with the boom up, or lift pipe without first checking your clearance.

PG and E Look up—and look out for power lines.

The picture on workmen's comp

California's workmen's compensation system was one of the first in the nation and it used to be one of the best.

Now, despite the Legislature's recent boost in temporary disability benefits, it's one of the worst outside the Deep South.

Benefits are inadequate and the Reagan administration's Workmen's Compensation Appeals Board is denying them to far more working people than ever before.

WHAT'S WRONG

A pair of labor attorneys, whose firm handles many workmen's compensation cases for working people, has come up with analyses of two aspects of what is wrong with the setup in California.

Workmen's compensation is based on the principle that workmen may recover from their employers for injuries or illness arising out of their jobs.

Employers don't pay out of the company till. They take out insurance with the State Compensation Insurance Fund or, in most cases, with private insurance companies. They paid a gross of about \$650,000,000 in the past fiscal year in compensation insurance premiums.

The insurance companies pay compensation benefits—when working people get them—and must finance the medical care which is found necessary.

The reason the Legislature left perma-

nent disability benefits at a miserly \$52.50 a week, attorney Victor Van Bourg told the Alameda County Central Labor Council, is because labor has allowed the insurance lobby to dominate the field at Sacramento.

SUPPORT NEEDED

Labor people just don't show up in significant numbers when legislative committees are discussing workmen's compensation or other labor legislation, he said.

And that, Van Bourg declared bluntly, is because there isn't enough communication between unions and members—some of whom don't really know what workmen's compensation is because they haven't been told.

Bad as the benefits are, attorney Gerald Tiernan charged, the current Workmen's Compensation Appeals Board is reversing three or four times as many referees' awards of benefits to working people than previously.

The board has seven members, four of them appointed by Governor Ronald Reagan, he pointed out.

The Reagan appointments have a familiar ring. They are heavily from business. Two of them, George A. Jackson and Warren Allen, come from the insurance industry itself. Another Reagan board appointee is Hale Ashcraft, with a background as a Southern California auto dealer.

east bay labor journal

Inside Issue:

Drowning in debt? - see page six

Reagan versus higher education - page seven

A man and his union - page eight

rule an increasing number of awards but this year, for the first time in many years, it appealed a State Supreme Court decision which had reversed the board's denial of benefits to a worker.

FORMER EXECUTIVE

Reagan's administrative director of the Division of Industrial Accidents is Roy J. Bell, formerly an aircraft company executive.

Not only does the appeals board over-

issue with the railroads' accounting methods, which show the passenger service losses. One railroad union publication says that the carriers' accounting is made to order to show losses because "all manner of expenses are charged against passenger operations . . . from the president's salary to the cost of coffee cups"

The ICC and other critics have pointed to lackadaisical railroad efforts to attract passenger business and failure to prevent service from deteriorating.

At least one railroad seems to have taken ICC's pointers to heart. ICC refused WP's request to discontinue the famed California Zephyr, which shows passengers magnificent Sierra and Rocky Mountain scenery, and ordered that the streamliner stay in operation for another year.

HALF-HEARTED

It noted "half-hearted" railroad attempts to carry out the agency's self-help suggestions and little effort to attract business.

WP is promoting the Zephyr in newspaper advertisements and radio commercials, pointedly contrasting air and auto travel with its rail service.

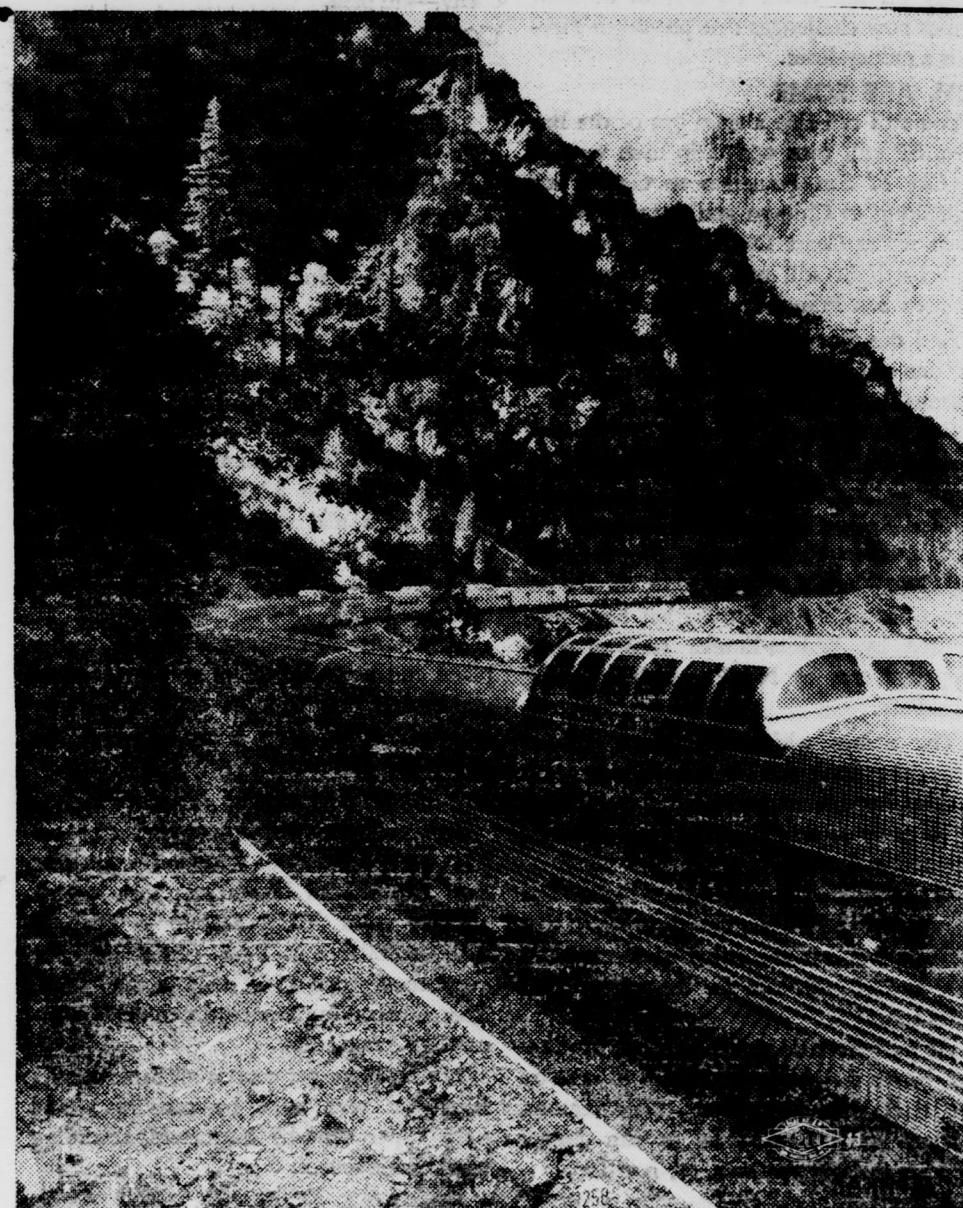
"Next time you travel, see America while you're at it," says one commercial. Another pictures a harried driver on a long trip and points out that on a rail trip all necessary stops may be made "right on the train."

Southern Pacific recently asked the ICC for permission to discontinue its Los Angeles-New Orleans Sunset Limited. George Perkins, general chairman of the Brotherhood of Railway Trainmen for SP's Pacific Lines, reports that ICC accompanied its refusal with considerable criticism of the carrier for letting the service run down.

SERVICE NEEDS

An ICC examiner recommended that SP be ordered to restore dining and sleeping car service on the Sunset, last direct passenger train between Los Angeles and New Orleans.

He accused the line of "failing to pro-
continued on page 6



Passenger trains like this streamliner are not the money-losers which the carriers have claimed in persuading federal and state agencies to allow them to discontinue service. That's what the Interstate Commerce Commission's Bureau of Economics finds. Its report was hailed by railroad unions, blasted by the railroads' organization. It followed a number of ICC rulings reversing the trend of discontinuance and criticizing management failure to promote passenger service or keep it up to snuff. But passenger trains are still far fewer than a couple of decades ago.

16 families find a way out of debt

Sixteen more families found an honorable way out of debt one Wednesday afternoon in Oakland last month through a little-known plan called Chapter XIII.

These wage earning families were able to stop creditor harassment, end continuing interest charges and deny job-threatening wage attachments long enough to work off their debts.

A PROTECTION

Robert Barton, executive secretary of the Association of California Consumers, says Chapter XIII "protects the wage earner who gets too deeply in debt, typically the person who makes too many installment purchases."

"It allows him to avoid bankruptcy and pay his creditors in full without losing his job through collectors' wage garnishments," he said.

Chapter XIII is part of the Federal Bankruptcy Act of 1938—but a provision which shows a way out of overwhelming financial problems without the social stigma and financial disabilities which bankruptcy threatens, often without actual protection from debt collection.

Under Chapter XIII, a wage earner plan is set up to allow the debtor to pay off his debts one at a time. He makes regular payments to the trustee of the district court who pays the creditors. The trustee in the East Bay is Samuel Kaplan, with an office at 1212 Broadway, Oakland, telephone 893-1707.

The wage earner plan installments are determined after allowing for the family's

basic budget needs. The plan is not granted automatically but is binding on all creditors if a majority (both in number of creditors and amount owed) of those unsecured creditors filing claims before the hearing agree. They practically always do.

CREDITORS CURBED

The federal district court, in effect, tells creditors to hold still while they are paid off. They may not contact any member of the family or make any further interest, delinquency or revision charges and may not garnish paychecks.

In return for the protection of the court, a debt-ridden family places title to its belongings in trust out of reach of re-possession by creditors. The debtors retain the right to use these necessary items.

Harvey (that's not his real name) chose Chapter XIII as a solution to his family's financial problems because he knew bankruptcy was no magic cureall and should be used only as a last resort.

Harvey's money worries got worse from the moment his wife, Mary, announced she was expecting their fourth child. Mary had to quit her job which was helping them make payments on their new home.

MEDICAL BILLS

Then Mary had a miscarriage and had to be hospitalized. The doctor and hospital bills came rolling in.

The model changeover season arrived at the automobile assembly plant where Harvey worked, and he was temporarily laid off. While unemployed, he was cited in a traffic accident. With inadequate

automobile liability insurance, he feared he could be ruined by lawsuits.

When they thought nothing worse could happen, Harvey's father died in another state and Harvey had to fly there to make the arrangements. Meanwhile, relentless charge account statements came in month after month.

This case, may sound extreme, but 17 of 28 wage earner plan families studied by a group of social workers had just this kind of a spiralling debt problem, taking off from a pile of installment plan bills.

These families were not regular savers and had a habit of charging most of their purchases, and buying almost everything at once. Any unusual expense or emergency was enough to break their budgets.

At that point many turn to finance companies to consolidate all their little debts, on which they might have been paying 12 or 18 per cent interest, into one big debt, on which they pay 20 to 40 per cent.

Not much better are the "proraters" who charge 12 per cent on top of all the continuing interest charges made by the creditors. In one case a prorater even charged 12 per cent of a man's utilities, rent and child support payments.

Proraters cannot stop interest charges, cannot question the accuracy of the balances owed, cannot stop a creditor from taking legal action for a court order to have ready in case the man fails to pay, cannot eliminate faulty contracts and cannot kill off unconscionable debts.

All of these things, an attorney can do if he uses Chapter XIII.

A referee in bankruptcy says, however, too many attorneys decide that filing bankruptcy is the "easy way out" or figure they will not be paid adequately for the extra legal work involved.

The maximum legal fee for a Chapter XIII in this district is \$250, paid a little at a time. The minimum for filing for bankruptcy is \$300.

With his attorney, Harvey worked out a plan budgeting his family's expenses and allowing an amount for debt payment. The lawyer took a petition containing the listed indebtedness and a \$15 filing fee to the federal district court where he sought a restraining order against further creditor action until a hearing could be held.

The court order and claim forms were then sent to the creditors. Later they were notified of the referee's first meeting of creditors.

CREDITORS MEET

It was at just such a meeting that the 16 East Bay families got a new start. With the consent of a majority of the creditors, the referee confirmed the petition.

Arrangements were then made to mail debt payments directly to the trustee who in turn remits to the creditors.

Creditors get their money but they have to wait their turn. The first payment to the trustee is distributed among courtroom, legal and administrative costs, which average \$85 a petition.

Then taxes, which have a priority under the law, and secured creditors—such as the acceptance corporation which holds title to your car until the last payment is made, and the finance company which has a mortgage on your furniture as security—are paid.

COSTS OF PLAN

Finally, the trustee remits to the unsecured creditors.

His final statement to the wage earner reflects payment made for court fees (approximately \$20 plus 1 per cent of the funds paid to creditors), for the court reporter (10 to \$15), the attorney's fee, which he gets in installments, and 8 per cent of the funds paid which pays administrative cost of running the trustee's office.

Under a wage earner plan, the family will have to pay about \$700 extra to get out of \$5,000 in debt, whereas if the interest charges had continued, it would take another \$1,000 or \$2,000 to get out from under. In a real sense, the creditors pay the family's debt-retirement costs, but creditors get their money if the plan is allowed to succeed.

A majority of Chapter XIII wage earner plans end up with complete payment and another 25 per cent of debtors partially pay off. Bankruptcy is necessary in the remaining minority.

WE OWE BILLIONS

Debts like those with which Chapter XIII deals are part of a national consumer debt for articles bought on time which climbed from \$8,000,000,000 in 1946 to \$97,000,000,000 in 1967—some \$485 for every man, woman and child in the nation. That is according to a report to the American Bar Association.

Ninety-three per cent of all bankruptcies filed last year were by consumers and only 7 per cent by businesses, according to the same source.

Bankruptcy, Kaplan says, is not a magic solution. It cannot wipe out a debt. The only thing that cleans up a debt is money.

Bankruptcy is only a courtroom defense against a creditor's suit, says the Bar Association report. And each of your creditors can try to crack your defense, by suing for the amount you owe.

You cannot file for bankruptcy more

Passenger trains aren't losers, says U.S.

continued from page 5

"wide" adequate first class passenger facilities and assessing "special service charges" without offering "special services."

He recommended that the ICC order railroads to maintain these "minimal standards," among others:

- Some type of meal service on all trains traveling 250 miles or more.
- "Adequate" sleeping accommodations

on all trains operating between 10 p.m. and 8 a.m.

• Air Conditioning, heating, rest rooms, lighting and drinking water—all in good operating order—in all passenger cars.

• An average speed of passenger trains that is not less than that of the carrier's fastest freight trains.

But in the last 10 years, the ICC has allowed discontinuance of nearly 500 pas-

senger trains throughout the nation—mostly on the claim its Bureau of Economics now challenges that passenger service is a money-loser.

STILL ARE SOME

You still can ride a train out of the Bay Area. SP still runs one train each way on its City of San Francisco to Ogden and connecting to Chicago and points east. Its coach trains Coast Daylight and San Joaquin Daylight still run on the same basis between San Francisco and Los Angeles.

And the Sunset Limited is still furnishing one trip each way daily between New Orleans and Los Angeles.

But what's gone? Perkins reels off names like the Golden State Limited and the California—both Los Angeles-Chicago—the Shasta Daylight from the Bay Area to Portland, the San Francisco-Los Angeles Lark and Owl. The old NWP sleeper service between Sausalito and Eureka has been supplanted by Willits-Eureka runs of self-propelled cars by NWP, which is an SP subsidiary.

The names which still grace railroad timetables don't tell the whole story, says Perkins, because in their heyday there could be as many as four daily sections of trains now reduced to one.

What has this done to railroad jobs? The Los Angeles Times last month reported that 595,000 workers are doing as much work now as 2,100,000 did for the railroads 13 years ago.

As passenger trains are reduced in number, better freight business fails to take up the slack because, among other reasons, carriers have been able to run longer freights with fewer men, he noted.

So maybe—just maybe—the passenger train's day may be coming back. Maybe when you go east, you may zip comfortably over skyhigh Donner Pass, dine well (though expensively) and refresh yourself to excellent service in sparkling dining cars and luxurious club cars and sleep peacefully in a Pullman to the tune of that sleep-inducing clickety-clack of the wheels on the rails.

turbulence

IS FOR THE BIRDS



The CZ is for people who like the smooth ride.

Going our way?

The Vista-Dome California Zephyr

Chicago • Denver • Salt Lake City • Oakland • San Francisco
via Burlington, Rio Grande and Western Pacific Railroads

At least one railroad has taken the Interstate Commerce Commission's suggestions that better promotion, not passenger train discontinuance, will help business. Western Pacific is plugging its famed Zephyr on the radio and in newspaper ads like this which needles air travel.

Reagan versus UC -- future of education is the issue

At a meeting of the Regents of the University of California on the Santa Cruz campus, the students were told by an ex officio Regent: "It's important today to know who your enemies are."

It probably wasn't necessary to tell them. And if UC President Charles Hitch doesn't know who the University's main enemies are, he has to be blind and deaf—which his public statements show he isn't.

HE WAS INDIGNANT

When President Hitch, the University Regents and several legislators spoke out against Governor Ronald Reagan's second round of UC budget cuts, Reagan was indignant.

He had given the University a very liberal increase, he maintained—the biggest in 10 years.

That might be correct but the "economy" governor should also have mentioned that the increase was on the rock-bottom budget to which he had slashed the University in his first year as governor.

California is growing and education must grow with it. The Reagan budgets have "caused an actual decline in the standards and quality of education," Hitch pointed out.

Reagan has moved on the University on two fronts.

One came last month when he capitalized on the highly publicized Eldridge Cleaver case and demanded that the Regents strip the University Academic Senate of its authority over teaching and teachers.

The Regents turned him down by a 13 to 7 vote, but the governor said he'd be back this month with the same proposal.

What he wants is to remove from the Academic Senate, made up of tenured professors, the authority the Regents gave them more than 40 years ago to decide what courses are to be taught, what is to be in them and who shall teach.

The University has grown in stature since that power was granted until it is now one of the world's finest.

WANTS CONTROL

But Reagan wants to eliminate the traditional independence of teachers to govern teaching and substitute control by Regents, including politicians like himself and State Superintendent of Public Instruction Maxwell Rafferty (who had also seized on the Cleaver case as a campaign godsend).

And Reagan also says he'll see if he can get a reduction in the 16-year term of the Regents whose majority refused his bidding.

That could give him a chance to control the board as he has other top state bodies, by appointing a majority.

The other Reagan move was his demand that students, many of them already hard-pressed to meet existing college and living

Besieged by bills?

continued from page 6

than once every six years, so it is your last defense against serious suits.

Even with all the disadvantages of bankruptcy, eight out of ten wage earning debtors choose straight bankruptcy.

They don't have to, but most people have never heard of Chapter XIII.

Not only are many lawyers unfamiliar with wage earner plans, but also some referees under the Bankruptcy Act have been known to consign Chapter XIII cases to second class status.

Kaplan has seen enough debt-caused misery to want to prevent more.

His advice is to adopt this as a motto when tempted to go in over your head in credit buying: "I don't have the money. I can't afford it."

expenses, be forced to shoulder additional costs through the imposition of tuition.

IT'S SIMPLE

The simple arithmetic is that poor students, barely holding their financial own, faced the threat of having to leave college if their expenses were raised.

The University's original concept was as a provider of free higher education to young California residents.

The Regents went along with Reagan by increasing fees to \$300 a year for resident students, \$400 a quarter for non-residents, but they shied away from calling the new expenses tuition. Reagan said he wasn't satisfied.

But the big Reagan assault has been through his budgetary powers. Let's go back to the 1966 election when he won the governorship and with it a seat on the Board of Regents.

He immediately declared a financial emergency for the state—a promised across-the-board cut in expenses.

The Regents, who had approved a \$278,000,000 budget for the nine-campus system, responded dutifully by cutting back their request to \$264,000,000. They were rewarded by Reagan with an actual figure of \$252,000,000—\$12,000,000 less than their austerity budget.

So the University was forced to make the best use of the money it got while trying not to damage the high quality of higher education.

Then in January of this year, Reagan called for a 10 per cent cutback in the University's budget, as he did for all state-supported agencies—even though the number of students eligible to enroll was steadily rising.

ENROLLMENT GROWS

To allow for this ever-increasing enrollment—an 8 per cent increase to a total of 105,000 full time students on all nine campuses is expected by next year—the campuses submitted their budgets to President Hitch. Hitch knew the University was already \$38,000,000 short of its needs for the fiscal year 1967-68.

For 1968-69, the Regents, trying to get the University back to where it should have been on the enrollment escalator, requested a \$311,000,000 budget. Reagan lopped 10 per cent off the top.

The Legislature later restored \$2,000,000 which Governor Reagan was soon to veto—along with a few million more for good measure. So for fiscal 1968-69—the University system was to sink another \$35,000,000 below its requirements.

During the second consecutive year of budget cuts, 130 teaching posts on the Berkeley campus alone were left unfilled during the summer quarter because of inadequate state support. Thirty-six teaching assistantships, which help students as well as faculty, were cancelled.

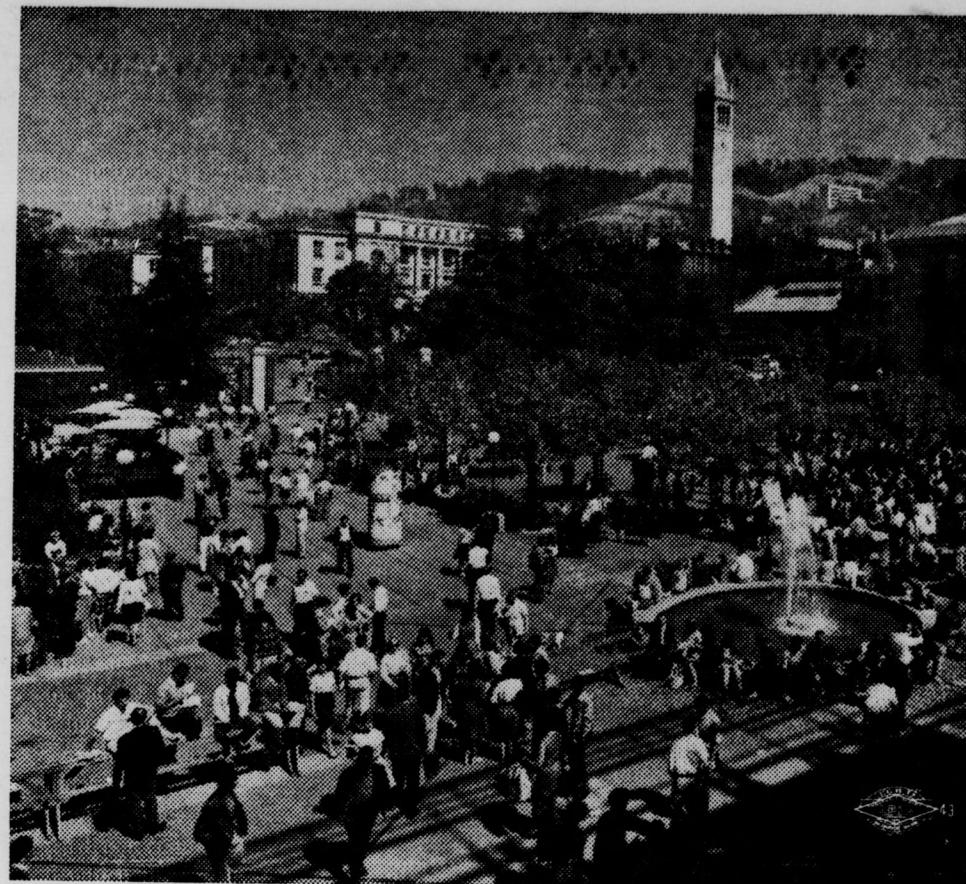
Because Berkeley class sizes got too large in 1967, nearly 900 students had been delayed in taking core courses, the backbone of their education. As a result, 1,200 freshmen and sophomores this year were backed up unable to enroll.

Those students you don't see or hear about—who repeatedly asked for longer library hours for studying—were answered with a 50 per cent cut in the library's funds.

Last summer, Berkeley Chancellor Roger Heyns reported two years of budget cuts had slowed the flow of top flight faculty to California.

"In five years, the life can go out of the system and this is the thing that worries me most," Heyns said.

President Hitch, who succeeded Clark Kerr after he fell victim to one of Reagan's first political hatchet jobs—detailed the effects of the budget cuts:



These are some of the nearly 100,000 students at the University of California's nine campuses. They're shown heading for classes at UC Berkeley in quest of an education, which is what the tussle between Governor Reagan and the University is all about, not sitins or four-letter words.

All new or improved campus programs would be delayed or reduced; understaffing would result, particularly on the rapidly growing campuses; teaching and research equipment would be cut back seriously; libraries would get less money for books and staff; faculty promotion funds would be reduced; organized research money would be slashed by \$2,900,000.

The Regents responded to the situation by voting 10 to 8 last July to ask the Legislature to override Reagan's veto of \$6,000,000 in University budget items.

Reagan wasn't at the regents' meeting which opposed his vetoes. It was a time when explanations seemed to be up to the governor who was still widely propagating his claim that the state was in desperate financial condition, justifying slashes in MediCal, welfare, et al.

The Republican state controller had just pointed out that, despite Reagan's poor-mouthing, the state had a fat \$361,144,431 surplus in its general fund, the biggest in a number of years.

"I understand the money is there," Hitch commented, which could not have made Reagan happy.

Reagan wrote a nasty-nice letter to Hitch, saying that the latter's letter to the Legislature on the veto request was "quite misleading" and that Reagan considered it part of "a statewide campaign being managed by the university administration to persuade the Legislature to override my vetoes . . . and thereby obtain additional funds."

The governor had one of his typically simplistic answers to Hitch's warning that enrollment might have to be cut because of underfinancing. Reagan suggested each instructor could teach one more class.

In other words—a speedup.

FREE MARKET

Dr. John Sperling, president of the American Federation of Teachers California State College Council, replied in an open letter to the governor, charging Reagan had as a basic political motive "to undermine California's system of public higher education."

If the "one more class" proposal were followed, Sperling pointed out, "many eminent professors would leave the University because other institutions can offer them better conditions."

"They would simply respond to the free market which you constantly laud but obviously do not understand," Dr. Sperling told "free enterprise" booster Reagan.

Looking ahead, President Hitch saw with a 32 per cent increase in enrollment by 1973—the budget for next year alone would have to be \$340,000,000—\$49,000,000 more than provided in this year's budget.

Actually the campuses had requested a total of \$354,000,000—\$63,000,000 more than the governor approved for this year—but Hitch had cut it by \$14,000,000.

Over 500 new full-time faculty members would be needed next year alone to keep up with enrollment and expand instruction at the new campuses, Hitch said. That does not include 144 full time teaching assistants also needed for the expanding campuses.

ENROLLMENT THREATENED

Enrollment cuts are a real threat if underfinancing continues, Hitch has warned.

There's a foretaste of that in the reduction to 100 from the 150-student enrollment planned for this fall's first-year class at the new Davis campus law school. The reason—Davis asked for nine law teachers, got four. The Davis campus overall wanted 84 new faculty posts and could get only 21.

Health, as involved in budgetary restrictions on the University Medical Center's ability to launch new and improved programs, is likely to be affected too. Medical Center Chancellor Willard C. Fleming said he doesn't oppose the Reagan budgetary objectives, but when it comes to health and education he differed in "the matter of priorities."

"Perhaps I have an advantage of historical perspective that he does not have," said Dr. Fleming. "I have seen the great values that accrued to California when California was an agricultural state and strong support was given to the University in the area of agriculture."

"Now, California is changing from an agricultural to an urban state and the University needs the same degree of support to render to the people of the state the same values in the areas of health, education and social reforms."

MUST PLAN

But to meet that need, it's necessary to base your planning on a "curve of probability into the future," he said, and:

"The budget crisis of the past two years has flattened, if not reversed, the curve of past development."

So the University scrimps and saves, but the real answer to education is in the governor's office.

Here's what a union can do

A union is for many things—from its major, most time consuming business of negotiating your wages and hours to working directly for individuals who cannot solve their special problems without its help. Here is a story of a union which gave special effort to solve the very special problem of a very special individual:

How many of us could change careers in mid-life and, sightless, set out on a new profession? Upshur did. And he did it.

James Upshur did. And he did it through his own courage and the whole-hearted support of his union, Oakland Federation of Teachers 771.

Upshur, who rose through the ranks to retire from the Army as a major at 42, was driving home from the Oakland Army Terminal one summer evening in 1963.

He had already completed his teacher's training and had a signed contract to teach that fall in the Oakland school system.

LOST HIS SIGHT

He didn't see the huge diesel rig with which his car tangled. He has never seen anything since.

For months, the quiet-spoken Upshur lay in Letterman General Hospital at the San Francisco Presidio recovering from the head injuries which had blinded him and from other severe injuries.

He had already taught for six months as a substitute in the Oakland school system. Finally, in December of 1963, more than a year after his near-fatal accident, he had recovered enough to go back to teaching.

He returned to the classroom as a substitute. The OFT rallied to his aid, asking union teachers to call for him when they needed a substitute. He was an immediate hit. Teachers for whom he substituted were more than satisfied with his work. One said the students' reaction to Upshur was "fantastic."

Even with the union member's help, a substitute's earnings weren't enough for the Upshur family to live on. Upshur and his wife Caridad have three grown children but two younger children are still at home.

When Upshur applied for a permanent assignment, the school administration balked. The superintendent was afraid of the disciplinary problem, he said, and was concerned the retired major might come to bodily harm at the hands of his young students.

Yet, "I had no more disciplinary problems than the sighted teachers—and they were having their share," Upshur said.

Most ironic, however, was the administration's concern over Upshur teaching in "this part of Oakland." Upshur is black.

OFT filed a grievance calling on the school district to honor its signed contract with Upshur. The school superintendent refused.

UNION FIGHTS

Many meetings took place, beginning with the OFT's then grievance committee chairman George Stokes, continuing under its present chairman Dave Creque.

Sessions involved committee members, union attorneys, Upshur himself and the school administration.

Finally the school administration went along and a settlement was hammered out.

Now, every weekday morning, Upshur leaves his immaculate little home on 109th Avenue in Oakland, walks two and a half blocks to busy Bancroft Avenue, crosses it and goes down another block to the coach stop.

He waits for a number 38 express which takes him to downtown Oakland. Crossing one of the city's busiest intersections, he transfers to another bus taking him out San Pablo to the industrial opportunity center on Grove.

SOME COMPENSATIONS

Upshur walks in and begins teaching students he knows but will never see.

"I feel my delivery has more humor now," the 48-year-old teacher said.

"Also, my performance at the blackboard and my trend of thought is less subject to distraction."

His students, ranging in age from 19-20 into their 30s and even 40s, want to learn, he said.

"These young men and women are pre-

paring themselves to go into business and industry and they are highly motivated," he says.

"The disciplinary problem in adult education is virtually non-existent."

Upshur also teaches two nights a week at Castlemont High School.

HIS OBJECTIVE

"I want to devote my life's work to adult education," said the man who has had his own personal experience of getting an education under adverse conditions.

He was the eldest of 10 children whose parents separated when he was 12, in Willow Grove, Pennsylvania. He quit school to work to support his brothers and sisters.

He picked up his schooling in a Pennsylvania vocational institute where he studied music. When World War II broke out he tried to join the Marines as a bandsman but was not accepted.

In September of 1942 he joined the Army.

During his service in the Philippines, he met and later married Caridad.

Upshur was awarded a medal for saving the lives of three civilians dropped into a fast flowing river by a mobile crane smashing through the bridge they were on.

He saw action in New Guinea and the Bismarck Archipelago, as well as the Philippines, and emerged from the war a First Sergeant.

He managed to complete his high school education in the Army and at night school in post-war New York.

Stationed in Germany after the war, he attended university in Bremerhaven. By 1948 he was Second Lieutenant Upshur.

KOREA SERVICE

In Korea, he went through the first United Nations counteroffensive and the bitterly cold second winter of operations. He turned to to fight a fire on an ammunition ship.

He holds the Soldier's Medal and the Commendation Ribbon with Metal Pendant along with many campaign and theater ribbons.

While stationed at the Oakland Army Terminal from 1959 to 1962, he decided



to make the Bay Area his home. In September, 1961, he got the gold maple leaves of a major but there were new worlds to conquer.

The next year he both voluntarily retired from the service and graduated from San Francisco State College.

But before he could start his first permanent teaching job, following graduate work at California State College at Hayward came the accident.

His family, in shock at first, rallied.

The family home near the San Leandro border sparkles with the verve of Caridad and the two youngest children, Orlando, 13, and Florenda, 10.

Quirino, a pre-medical student at San Francisco State, has much of the same quiet strength of his father.

The eldest daughter, Teresita, a Castlemont graduate, lives with her husband, Captain Nicholas Kouchek, at Fort Lewis, Washington. James, Jr., is an Air Force sergeant in the Philippines.

GOT HELP

The family has seen him through these difficult times, and Upshur, obviously, is an amazing individual. But one other institution has also been essential.

The Oakland Federation of Teachers fought, from the time Upshur contacted it three years ago, for his permanent reinstatement in the classroom. In the meantime, it urged teachers to call for him as a substitute.

It took a union—the Oakland Federation of Teachers—a group of professional people who stand together to do what not even the bravest individual can do alone.

Board cracks down on comp benefits

continued from page 5

on which referees found for injured workers, Tiernan noted.

Were the board to reverse the awards on matters of law, the industrial accident victim could petition the state district court of appeal for a review, he explained. But a board decision on a question of fact is practically never appealable.

Even when an appeal may be taken on points of law, the appeals court accepts only about 10 per cent, he said.

In even fewer cases, a denial of benefits gets into the State Supreme Court.

SCOLDED BY COURT

In several such cases which it has accepted on appeal, the State Supreme Court has strongly criticized the board's choice of facts. It has noted that the board cannot rely on medical reports "which it knows to be erroneous" or on reports which are "no longer germane."

That case involved a man whose industrial back injury and resulting economic suffering had made him so psychotic that he was committed to a state hospital—emotionally destroyed and little more than a vegetable.

The referee ruled that the victim had a 100 per cent industrial disability, relying on the hospital director's testimony that the mental disability was caused by the original industrial injury.

The board took away the 100 per cent disability, picking its own facts. The case was one of the few which get to the State Supreme Court, and here's what the court said:

"Respondents (the appeals board) contend that upon reconsideration, the board can render a decision in light of all evidence in the record, but that rule does not relieve the Workmen's Compensation Appeals Board from its obligation to make findings upon probative evidence."

"Since the Appeals Board's decision unmistakably rests upon evidence which is unrelated to and hence not probative of petitioner's present mental condition, it cannot stand. The decision also contravenes uncontradicted testimony in the later hearing."

"We have heretofore reminded the Workmen's Compensation Appeals Board of the Legislature's command that workmen's compensation laws be liberally construed with the purpose of extending their benefits for the protection of persons injured in the course of their employment."

"We have also said that the Workmen's Compensation Appeals Board is not entitled to rely on medical reports which it knows to be erroneous; similarly it cannot rest a decision on medical reports that are no longer germane."

HE GOT \$52.50

The long-delayed victory won for the man whose industrial injury had made him

psychotic, meant that he could get \$52.50 a week.

That permanent disability pay figure is too small for anyone to live on—and it's certainly too small to pay for full time care for a man who has lost his ability to care for himself.

But, when the Legislature amended compensation benefits in September, it didn't touch the \$52.50 for permanent disability.

It raised the temporary disability benefit from the previous \$70 a week to \$87.50, boosted the maximum death benefit to survivors to \$23,000 from \$20,000 and made other changes.

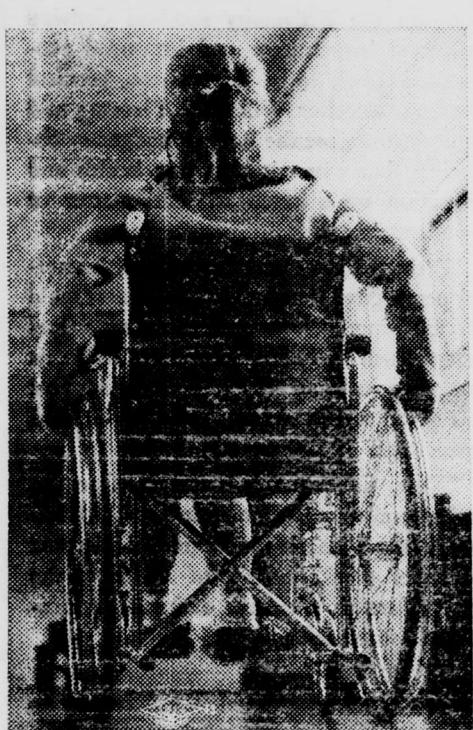
Bell, Reagan's administrative director of the division, hailed the boost in temporary benefits as the "largest single increase" ever made.

But most of the compensation money which insurance companies pay is in permanent disability benefits, which were not raised, Van Bourg told the Labor Council.

"Working people got an increase in their temporary benefit," he said, "because the insurance companies were making so much that they would have had to turn some back to the employers."

Of the some \$650,000,000 which employers paid the insurance companies in gross premiums, the companies kept 38 per cent as profit and operating costs.

The insurance firms, of course, may invest their share of the take to make bigger profits.



So you're hurt on the job and perhaps in a wheelchair like this working woman. Your chances of adequate benefits—or even the full disability rating which a workmen's compensation referee recommends—are't too good, say Two labor attorneys.

Reagan 'went back on his word' in school bill veto, says Mrs. March Fong

Governor Reagan "went back on his word" in vetoing a bill for a year-round school experiment to help minority students, COPE-endorsed Assemblywoman March Fong has charged.

She declared that the governor and his staff had assured her the measure would be signed and implemented. It followed a similar bill which Reagan signed last year.

"I took him at his word and went ahead with the bill again but he went back on his word and vetoed it," she charged.

The bill, passed at this session and vetoed last month, would have set up the year-round program at Oakland's Castlemont High School.

It had support of educators throughout the nation as an effort to get the most use of school facilities and broader opportunities for schooling by poor youths, the Assemblywoman said.

Exclusive recognition bid by county Employees Assn. hit

Unions representing county employees found last week that the Alameda County Employees' Association wants countywide recognition under a new state law aimed at ultimate collective bargaining for local public employees.

Union spokesmen opposed exclusive recognition for the association, pointing out that the rights of those who want representation by their unions must be protected.

MEET WITH STRATHMAN

Representatives of unions, the association and the Alameda County Central Labor Council met with County Administrator Earl Strathman to explore ways of implementing the new law which allows recognition of employee groups.

Labor Council Executive Secretary - Treasurer Richard K.

Poverty neighborhoods show job increases

The employment situation for workers in the poverty neighborhoods of the nation's 100 largest cities improved at a rate faster than for all workers between the third quarters of 1967 and 1968. At 5 per cent in the third quarter of 1968, the jobless rate in poverty neighborhoods was down from 6.6 per cent in the third quarter of 1967.

Injuries cost more work time than strikes

In the five-year period of 1961 to 1966, injuries each year accounted for at least five times as many lost man days as labor disputes. In 1966, 25,400,000 man days were lost due to work stoppages and 255,000,000 man days from injuries.

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1-834-5200

S.F. moves toward public employe union bargaining

San Francisco has moved toward labor's long-sought goal of collective bargaining for public employees with a unanimous motion by its civil service commission to establish a procedure for recognition of three unions.

The unions, with city employee memberships totalling some 6,000, are Hospital Workers 250, Employees 400 and Building & Maintenance Employees 66A, all Service Union affiliates.

Civil service commissioners acted under a new state law providing that a "local public agency can provide official recognition to an employee organization."

Commission staff members and union representatives are to confer on recognition machinery and report back to the commission this month.

Next step is expected to be union-city negotiations on pay rates in the new salary standardization ordinance for the 1969-70 fiscal year, making San Francisco one of the few California communities where public employees bargain with their employers.

Ward clerks vote for union at seven East Bay hospitals

Ward clerks at the seven member institutions of the Associated Hospitals of the East Bay voted by a 2-to-1 margin last week to be represented by Hospital & Institutional Workers 250.

The clerks work at Alta Bates and Herrick Memorial Hospitals in Berkeley, Children's Hospital of the East Bay, Merritt, Peralta and Providence Hospitals in Oakland and Alameda Hospital in Alameda.

Organizing got started earlier this year after a number of clerks, dissatisfied with their salaries in comparison with those of employees under Local 250 contract, approached the union.

Wage negotiations for the 70 clerks are to begin soon. The clerks are to be covered by working conditions and fringe benefits in Local 250's Associated Hospitals master agreement.

Agreement for the election was reached after the union demonstrated clerks' interest in Local 250 representation. The balloting was conducted by the State Conciliation Service, since the hospitals are classified as non-profit.

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Berkeley: 2618 Shattuck Avenue Phone THornwall 3-7683
Richmond: 1100 Macdonald Avenue Phone BEacon 4-2844
Office Hours: 9:00 A.M. to 6 P.M. Mon. thru Fri. Closed Saturday

Watchmakers Local 101

BY GEORGE F. ALLEN

We are sorry that we cannot report any progress on the Department Stores inasmuch as we have run into some obstacles with the Department Stores' Representative and we have had to solicit the cooperation of another local union in the Department Stores.

We hope that before long we can report that an understanding has been reached. The matter is still in the hands of the Central Labor Council.

If any of our members have not received their increase in wages in accordance with the terms of the new contract, please telephone the union office collect—421-1968.

SAN FRANCISCO MEETING:

The next membership meeting will be held on Thursday, November 21, 1968 at 7:30 p.m.—Union Office, 693 Mission Street, Room 707, San Francisco.

AFSCME 371 'Info'

BY NAT DICKERSON

The meeting last Saturday was a notable occasion, due to a relatively large attendance of our members. A highlight of the regular meeting was to see Brother Lyman, former Secretary-Treasurer, in the assembly, although he claimed to be somewhat weak. We were proud that a considerable sum was collected and remitted, for relief of Dave Silva, whose misfortune we reported some time ago. We should have liked to have seen him at the meeting.

The clerks work at Alta Bates and Herrick Memorial Hospitals in Berkeley, Children's Hospital of the East Bay, Merritt, Peralta and Providence Hospitals in Oakland and Alameda Hospital in Alameda.

Organizing got started earlier this year after a number of clerks, dissatisfied with their salaries in comparison with those of employees under Local 250 contract, approached the union.

Wage negotiations for the 70 clerks are to begin soon. The clerks are to be covered by working conditions and fringe benefits in Local 250's Associated Hospitals master agreement.

Agreement for the election was

reached after the union demonstrated clerks' interest in Local 250 representation. The balloting was conducted by the State Conciliation Service, since the hospitals are classified as non-profit.

A suit against the University, a few years ago, by the writer,

claiming a radioactive condition, did more, we feel, than any other thing to develop attention towards custodial hazards. I did not use the expression "Lawsuit" advisedly, because at the time, I was not represented by an attorney, and a later one obtained is now deceased, with most of the rest in fear of a "bout" with the University Administration.

We are looking forward to another meeting with Ad, on negotiating further benefits for "Lo," the poor custodian.

A major event, at our next meeting, of December 14, will be the election of officers; we hope to see an even better attendance than last.

United Assn. Credit Union

BY PATRICK W. WATERS

Consider these factors when financing your next automobile through your credit union (1) You are actually paying CASH to the seller, which can mean a substantial savings to you through a discount, if you are willing to bargain. (2) Life and Total Disability Insurance coverage, to insurable borrowers, at no extra cost to you. (3) No pre-payment penalty if you pay off your credit union loan early.

New car loans are most attractive business for banks and finance companies. Their "Finance Charges" often appear to nearly equal, and occasionally beat, the credit union. Remember—you are not only buying an automobile but also "buying" a financing plan. The dealer usually endorses your contract, and shares in the profit from the "Carrying Charges" to the lender.

Your credit union can frequently save you hundreds of dollars. Contact the office before you buy a car. Phone 893-6190.

Purchasing power

The purchasing power of the nation's rank and file workers remained virtually unchanged in August despite modest gains in take-home pay. An increase in consumer prices more than offset the overall gain in spendable earnings.

Young job hunters

The U.S. Department of Labor says that each year about 20 per cent of the nation's graduating high school seniors register with the federal-state public Employment Service for assistance in finding jobs.

LONGS DRUG STORES

UNFAIR

UNION MEMBERS PLEASE
DO NOT PATRONIZE

RETAIL CLERKS UNION,
LOCAL 870

OFFICIAL UNION NOTICES

AUTOMOTIVE MACHINISTS 1546 PLUMBERS & GAS FITTERS 444

A special order of business will be called at the regular meeting of December 3, 1968 for the purpose of acting on the Western States agreement and recommendations.

The regular meetings of Lodge 1546 are held on the first and third Tuesdays of each month at the hour at 8 p.m. at our building at 10260 MamArthur Blvd., Oakland.

Fraternally,
LEVIN CHARLES,
Rec. Sec.

▼ ▼ ▼

TYPOGRAPHICAL 36

The November meeting will be held Sunday, which is a week early as provided in local law. This change was made to miss the Thanksgiving week.

In addition to routine business, the members will vote on a tentative agreement reached with the Alameda, Hayward and Livermore newspaper shops.

Fraternally,
ARTHUR TRIGGS,
Pres.

▼ ▼ ▼

BARBERS 134

Nomination of officers for 1969 will take place on Thursday night, November 21, 1968 at the Labor Temple, 23rd and Valdez Street, Oakland. Candidates for office must be members in good standing for one year, must be present at the meeting and must have at least five Union Labels on his person. There will be other important business on the agenda, so please plan to attend.

SPECIAL NOTICE

Brothers, Local 134 does NOT sponsor the present Barbers Credit Union. This Credit Union is NOT affiliated with Local 134 in ANY WAY. DO NOT call Local 134 on any matter pertaining to this Credit Union.

Fraternally,
JACK M. REED,
Sec. Treas.

▼ ▼ ▼

PRINTING SPECIALTIES 382

Meeting second Friday of the month at 8 p.m., 2267 Telegraph Avenue, Oakland.

Fraternally,
JOHN FERRO,
Secty.

▼ ▼ ▼

IRON WORKERS 378

Our regular Executive Board meetings are held on the 2nd and 4th Wednesdays of each month, 8 p.m.

Our regular Membership Meetings are held on the 2nd and 4th Fridays of each month, 8 p.m.

Fraternally,
RICHARD L. ZAMPA,
Fin. Sec. & Asst.
Bus. Agent

CLARENCE N.

COOPER

MORTUARY

"Building Personal
Service"

Main Office

Fruitvale Ave at East
Sixteenth Street

Telephone: 533-4111

BERKELEY CARPENTERS 1152

Regular meetings are held the first and third Thursdays of each month at Finnish Brotherhood Hall, 1970 Chestnut St., Berkeley. Be a good member. Attend union meetings.

Fraternally,
NICK J. AFDAMO
Rec. Sec.

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ENTIRE BAY AREA
BANQUET FACILITIES
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10 Jack London Square
Phone 831-8180

CARPENTERS 36

SPECIAL MEETING
The meeting of November 21, 1968, shall be a special call meeting for the purpose of discussing and voting on this important question (Shall Carpenters Local 36 withdraw from Central Labor Council?) This meeting will be held at 8460 Enterprise Way, Oakland, Calif. 94621 at 8 p.m. Please note our new address; the phone number is 569-3465.

This is the last quarter for monthly dues of \$8.50. January 1, 1969, dues shall be \$9.50 per month or \$28.50 per quarter. It is mandatory that you have your current month's dues paid while on the job. Please pay dues promptly.

The office hours of the Financial Secretary shall be 8 a.m. till 5 p.m. Monday through Thursday. Friday the office closes at 1 p.m.

Fraternally,
CLAUDE W. DILLON,
Rec. Sec.

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HAYWARD CARPENTERS 1622

The office of the financial secretary is open from 8 a.m. to 5 p.m. Mondays, Tuesdays, and Wednesdays and from 8 a.m. to 8 p.m. on Thursdays.

The stewards meetings are held on the second Tuesday of each month at 7:30 p.m. The stewards' training program will be held in conjunction with the stewards' meeting.

Our regular meetings are held the second and fourth Thursday of each month, at 8 p.m., 1050 Mattox Road, Hayward.

Our Social event is held on the fourth Thursday of each month following our regular meeting.

Members who can contribute toward the \$257.50 cost of a grave marker for Brother John W. Merrill, who passed away December 3, 1967, should contact the financial secretary.

Fraternally,
A. W. RICE,
Rec. Sec.

▼ ▼ ▼

AUTO & SHIP PAINTERS 1176

This is to advise that the next meeting of the local to be held on November 19 is a special called meeting for the purpose of first and second reading of amendments to the bylaws and the meeting of December 3 will be a special called meeting to vote on amendments to the bylaws.

Auto, Marine & Specialty Painters 1176 meets on the first and third Tuesdays of every month in Room H, Labor Temple, 2315 Valdez Street, Oakland, at 8 p.m.

Fraternally,
LESLIE K. MOORE,
Bus. Rep.

▼ ▼ ▼

ALAMEDA CARPENTERS 194

The union dues will be raised from \$8.50 to \$9.50 per month beginning January 1, 1969.

Carpenters Local 194 meets each first and third Monday evenings of the month at 8 p.m. The meeting place is the Veterans Memorial Building, 2201 Central Ave., Alameda.

Refreshments are served following the first meeting of the month in the canteen for all present. You are urged to attend your local's meeting.

Fraternally,
S. M. GLADDEN,
Rec. Sec.

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GOVERNMENT EMPLOYEES 3

General membership meeting Hall C, Labor Temple, 2315 Valdez St., Oakland, the fourth Friday of the month, 8 p.m.

Fraternally,
WRAY JACOBS,
Bus. Rep.

▼ ▼ ▼

UNITED STEELWORKERS 1793

Regular Membership Meeting: Friday, November 22, 1968, 8 p.m. at the Eagles Hall, 1228 36th Ave., Oakland, Calif.

Fraternally,
EDWARD M. SOTO,
Rec. Sec.

▼ ▼ ▼

I AM MOVING

Effective _____ I am moving to a new address _____

Name _____ Union No. _____

Old Address _____ City _____

New Address _____ City _____

Cut out and mail to: _____

EAST BAY LABOR JOURNAL

1622 East 12th St., Oakland, Calif. 94606

SHEET METAL WORKERS 216

Article 3 of the State of California Safety Orders states that ALL employers shall inaugurate and maintain an accident-prevention program.

It further stipulates that monthly or more frequent meetings of all foremen should be held under direction of management for a discussion of safety problems and accidents that have occurred.

In turn, supervisory personnel SHALL conduct short "toolbox" or "tailgate" safety meetings or equivalent with their crews EVERY 10 working days on the job or as needed to emphasize safety.

We are sure this is not being done and it is overdue so we would appreciate it if you would call this office and let us know of any violation of the above safety order.

New York Local 28 has immediate need of 400 sheet metal workers. They say the employers will even sign an agreement guaranteeing you six months work. Just thought somebody might be interested.

Members of Tri-State Death Benefit Plan be advised that Assessment No. 631 is now due and payable.

Fraternally,
ROBERT M. COOPER,
Bus. Rep.

▼ ▼ ▼

MILLMEN'S 550

The next regular meeting of Millmen's Union 550 will be held on Friday, November 15, 1968, at 8 p.m. in Room 228, Second Floor of the Labor Temple, 2315 Valdez Street, Oakland.

Once each year the Mill-Cabinet Trust offers to each eligible member of the "ACTIVE PLAN" an opportunity to change his health plan coverage. You may now make your individual choice of changing from Occidental Life Insurance Plan to Kaiser Foundation Health Plan or from Kaiser to Occidental under the following conditions.

1. The choice may be made only between the dates of November 15, 1968 and December 15, 1968.

2. Your coverage in the new plan will start on January 1, 1969.

3. The choice of plan is open only to those members who live in the Kaiser service area.

You may get a "Choice" card from either the Office of the Mill-Cabinet Trust or from your Local Union Office. Complete both sides of the card and return it to the Mill-Cabinet Trust, 220 Fourteenth St., Oakland, Calif. 94612 before December 15, 1968.

If you are satisfied with your present plan and do not wish to make a change, DO NOT send in a "Choice" card. You will be continued in your present plan.

If there are any questions about the two plans, call the Mill-Cabinet Trust (441-1402), they will be happy to explain it to you.

Fraternally,
GEO. H. JOHNSON,
Fin. Sec.

▼ ▼ ▼

SERVICE EMPLOYEES 18

Meeting date fourth Friday of each month. Regular meeting at 7 p.m. at the Cooke Hall, 1608 Webster St., Oakland, Calif.

Fraternally,
VICTOR C. BRANDT
Sec.-Bus. Rep.

Tell 'em you saw it in the East Bay Labor Journal!

MAILERS 18

The next regular meeting of San Francisco-Oakland Mailers' Union, No. 18 will be held at Monadnock Building, 681 Market Street, San Francisco, on Sunday afternoon, November 17, 1968 at 1 o'clock.

Fraternally,
K. "ROCKY" BENTLEY,
Sec.

▼ ▼ ▼

SHIPWRIGHTS 1149

Regular meetings of Local Union No. 1149 will be held at 8 p.m. the first Monday of each month at 2085 Third St., San Francisco, and the third Monday of each month at 115 Broadway, Oakland.

Two dollars will renew your 1969 membership in the Local's Blood Bank.

Fraternally,
JAMES ALLAN,
Rec. Sec.

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AFSCME-EBMUD 444

The next Membership Meeting of EBMUD Local 444 will be held November 14th at 7:30 p.m. There will be nomination of officers for 1969. Also, the executive board urges all members to remain informed and prepare for serious collective bargaining talks. Please attend your union meetings and participate at this crucial time.

Fraternally,
CHARLES E. TEIXEIRA,
Secretary-Treasurer.

▼ ▼ ▼

UNITED STEELWORKERS 446

Regular meetings held second Saturday of each month at 10 a.m. at Eagles Hall, 1228-36th Avenue, Oakland.

Fraternally,
FRANK V. MCINTOSH,
Rec. Sec.

▼ ▼ ▼

E.B. MUNI EMPLOYEES 390

The Legal Clinic has been expanded from Thursday to a Monday through Friday schedule. Please call 451-1565 for an appointment.

(Special Meetings of Chapters may be called from time to time. Notices of same will be mailed to the affected membership.)

Fraternally,
R. J. KRAUSE,
Pres.

▼ ▼ ▼

PUBLIC EMPLOYEES 1675

Regular membership and Executive Board meetings of Alameda County units of Public Employees Union, Local 1695, American Federation of State, County and Municipal Employees, are held as follows.

HAYWARD UNIFIED SCHOOLS
Meets at 10 a.m. on the fourth Saturday of each month in the maintenance yard of the school district, 24400 Amador Street.

E.B. REGIONAL PARKS
Meets at 8 p.m. on the first Wednesday of each month at the Lake Temescal Club House.

OAKLAND RECREATION DEPT.
Meets at 10 a.m. on the fourth Saturday of each month at Brookfield Village.

ALAMEDA UNIFIED SCHOOLS
Meets at 1 p.m. on the second Saturday of each month in the Cafetorium of Encinal School.

FREMONT SCHOOLS
Meets at 2 p.m. on the fourth Saturday of each month at Blacow School.

SAN LEANDRO SCHOOLS
Meets at 10 a.m. on the third Saturday of each month at Woodrow Wilson School. The Examining Board of the unit meets the Thursday before each meeting at 7 p.m. at Bancroft Junior High School.

BERKELEY SCHOOLS
Meets at 10 a.m. on the second Saturday of each month at LeConte School, 2241 Russell Street, Berkeley. Executive Board meetings are held at Le Conte School at 9:30 a.m. on the morning of the membership meetings.

Fraternally,
HENRY L. CLARKE,
Bus. Mgr.

Job training classes

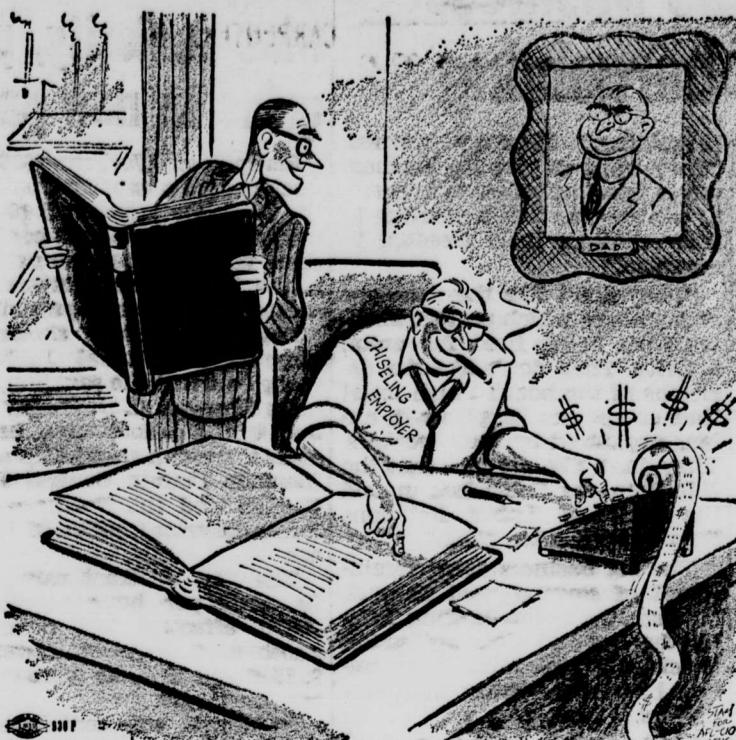
The Labor Department says some 800,000 men and women have been taught job skills in classroom-type manpower projects since the start of the Manpower Development and Training Act

EAST BAY LABOR JOURNAL



FOUNDED APRIL 3, 1926 . . . Only Official Publication of Central Labor Council—AFL-CIO and Building Trades Council of Alameda County AFL-CIO.

'Profits Are Great—What Did We Make on Wages?'



42nd Year, Number 35

November 15, 1968

JOHN M. ESHLEMAN, Editor
BRUCE J. LOCKEY, Assistant to the Editor

1622 East Twelfth Street, Oakland, Calif.

Phone 261-3981

Election results mean a long, hard struggle

Last week's election results were—to put it conservatively—no victory for working people.

On the face of it, labor will have to fight new attacks on its ability to get better wages and conditions for your under a national administration whose chief has shown himself a friend of business.

He supports "right-to-work" Section 14(b) of the Taft-Hartley Act and has boasted that he was instrumental in drafting Taft-Hartley. Against this background, we can look for new attempts to impose "right-to-work" where it does not yet exist.

And the Los Angeles Times reports a U.S. Chamber of Commerce spokesman's disclosure that the chamber and 34 other major business groups, plus a number of big corporations, plan now to seek to attack the longtime national policy that business must bargain with workers' representatives.

That report, just before election, made it plain that big business was laying its plans in expectation of the Nixon victory.

There is, of course, the hope that the magnitude of the office to which Mr. Nixon has been narrowly elected may give him a less narrow view—as has happened to other men. Congress, though more Republican than before, may be a brake on him, in any event.

That possibility, like all of working people's hopes, depends on working people themselves. If they support their unions' political and legislative activities they may make gains or stave off the worst that may threaten them.

In the state, with Republican control of the Assembly, the picture is equally foreboding. There again, working people's chances depend on the fight they put up.

So much for the dark side. Now, there are a few items which show that the election was not a total defeat.

George Wallace, of course, will stay with us, seeking to build his rightwing party into a national power, spewing out his get-tough policies for our cities and on the international scene. But the fact that instead of the 20 per cent it was feared he would poll he gained some 11 per cent of the national vote—less than 7 per cent in Alameda County—shows that many people use their good sense.

Some millions of Californians also rejected Max Rafferty's no-holds-barred campaign and the intemperate mouthings of the extreme right idiot fringe against Alan Cranston. Republicans and Democrats showed good sense in electing Cranston to the United States Senate.

Alameda County, which gave Hubert Humphrey a greater majority over Nixon than it gave Governor Brown over Ronald Reagan in 1966, also re-elected State Senator Nicholas C. Petris, all three COPE-endorsed Congressmen and four of five COPE Assembly candidates.

So there is a solid basis for hope. But it depends entirely on what you do in registration, campaigning and voting—beginning in next spring's local elections and continuing through the next state and national balloting.

Max Rafferty, please note

Alan Cranston had to fight off last-minute Rafferty attempts to tie him up to Eldridge Cleaver as the state superintendent of public instruction vainly battled to reverse the tide and beat out Cranston for U.S. Senate.

Cranston, who had pointed out that he disapproved of Cleaver, wasn't the only Democrat who faced the same kind of attack. Cleaver got to be a popular issue with a number of Republicans as the campaign waxed hot.

Rafferty, as you know, lost to Cranston despite his mud-slinging. What you may not know is that one prominent Republican took a powerful stand—not for Cleaver—but for the University's right not to have the regents dictate to it over teaching as Governor Reagan sought in the Cleaver case.

Controller Houston Flournoy, who came into office with Reagan in the 1966 Republican sweep, wired each regent urging the board not to step in, declaring in part:

"I urge you not to rashly destroy crucial relationships with the faculty over curriculum because of Eldridge Cleaver. As a faculty member at Pomona College for nine years, I know of the disastrous impact on the faculty if you act to ban Cleaver."

"Having taught undergraduate students for nine years, I have no fear that Eldridge Cleaver would prove to be a pied piper and lead our students off the precipice. I have more confidence in them than that."

To be consistent, Rafferty should take on Flournoy the next time the latter runs for office. Somehow, we don't think he will.

OPINIONS

You Write 'Em . . .
We Run 'Em!

UC MOVE HELD AID IN RACISM PROBLEMS

Editor, Labor Journal:

Within the total experience of man, history has shown that certain segments of a given society have lagged behind the rest.

On the University campus, the present turmoil purports to prove a like situation among administrators, faculty, and politicians. A poll of University employees would, the writer believes, give support to this thesis.

From a news item in the Daily Cal, a campus journal, it appears that the Personnel office is about to strip some of the prerogatives and authority from many subordinate agencies. We feel this to be a quite commendable action by Personnel, due to the fact of its timeliness, in an attempt to help solve some of the problems of racism.

This would seem to be a very grave accusation, if it was not for similar statements the writer has made in past articles. In searching for evidence to support this accusation, one doesn't poll administrators like superintendents, supervisors nor even foremen, but the lower echelons of exploited workers; especially black folk and other minorities.

I reiterate the statement that exploitation has long been a boon to budgetary support; however, for better public, and employee, relationships never means must be found.

NAT DICKERSON,
Rec. Sec. UC Employees
Local 371

★ ★ ★

AN EXPLANATION OF ELECTION RETURNS

Editor, Labor Journal:

It being a couple of days after the election, I think back on that headline in the East Bay Labor Journal in November of 1966 and the article telling about Alameda County COPE's plans for a political comeback. Well, the recent election clearly showed COPE made a comeback far beyond expectations.

Labor's record of taking a stand on matters that benefit the electorate of this great nation; Labor's great record on civil rights and against racism; Labor's efforts to bring about a world of peace; Labor's respect for other human beings regardless of differences of opinion, culture, or color of skin; Labor's sense of fair play, unity, democracy, humanism, intelligence solidarity; all these things played a vital role in the great victory.

COPE should be congratulated for its outstanding achievement.

DANA HYDE CANNON III
NABET 51

★ ★ ★

PLACING THE BLAME

"It is high time that the blame for high prescription drug prices be removed from the much maligned community pharmacist and placed where it belongs, right at the front door of the drug manufacturers themselves."

—U.S. Senator Gaylord Nelson.

★ ★ ★

CRIME & VIOLENCE

"No crime statistics are dependable; most crime is not reported . . . My own belief is that there is less violence today than there was 100 years ago but that we have a much better press and communications to report it."—Dr. Karl Menninger, psychiatrist.

★ ★ ★

SOME CONFUSION

We Americans feel things very deeply. Unfortunately, we often mistake it for thinking. —Mark Twain.

Nixon win signals business drive to wreck bargaining

Continued from page 1
ics and Humble Oil — are involved.

Business groups backing the effort include the U. S. chamber, National Association of Manufacturers and American Retail Federation.

Labor's chance to defeat them rested on its ability to gain a hearing from the still Democratic Senate, where liberals still hold the edge, to offset the expected blitz by the Southern Democratic - Republican House coalition. Even in the Senate, the GOP has gained strength in the election.

On the plea that the National Labor Relations Board is pro-union and there is too much "union power," they want to weaken — if not abolish — the board.

The major target of the business campaign is the more than 30-year public policy under the National Labor Relations Act of encouraging collective bargaining.

The combine has \$500,000 to spend, with another \$500,000 pledged to "create an atmosphere of public opinion" for its aims.

Directly in the target zone is industrywide bargaining and coordinated bargaining by several unions. The NLRB has recently ordered General Electric and Minnesota Mining & Manufacturing to deal with several unions or with representatives of more than one local, holding that the workers had the right to pick their own negotiators.

The big business campaigners don't like NLRB rulings controlling management anti-organizing campaigns while unions are signing up workers, or permitting unions to discipline members.

"They don't want the United States to encourage collective

bargaining," Meany warned. "They want to give big business a free hand to refuse to bargain, to use corporation treasures to deny workers their freedom to organize."

"They don't like the decisions of the board which protect workers from being fired for union activity. They don't like the decisions of the board which insist that companies bargain with unions organized by their workers. They don't like the fact that the U.S. Supreme Court has upheld the National Labor Relations Board, time after time."

The big business drive, reminiscent of slogans used to push through the union-limiting Taft-Hartley Act and other anti-union legislation, maintains that unions have more power than employers.

That would be news to workers who have marched on picket lines in lengthy strikes — like last year's long copper industry walkout, the recent Northern California theater strike or the still-continuing battle against Hearst scabbing in Los Angeles.

It was denied by Ogden Fields, NLRB executive secretary, who said that under the board's administration — "the balance is even."

Progressive Club will elect on Sunday

The East Bay Progressive Club will elect new officers at its annual meeting next Sunday, November 17 at the Leamington Hotel, Oakland, following the regular monthly meeting of Oakland Typographical Union 36.

Other business will also be transacted, President Bryce R. Dye said.

Scrap Iron union wins seniority, pay gains in new pact

Scrap Iron Workers 1088 last week gained a new contract with the East Bay paper and plastics industry, with a 60-cent per hour, three-year pay increase package, better health and welfare and a first-time seniority provision.

Negotiations had shown no progress and Local 1088 was ready to ask strike sanction, Business Manager C. D. Parker said, but the deadlock was broken after the union asked help of the Alameda County Central Labor Council and the Northern California District Council of Laborers.

The new contract raises pay 20 cents per hour across the board effective last Saturday, another 20 cents on November 9, 1969 and 20 cents more on November 9, 1970.

Employers will contribute an additional \$9.50 per month per employee to health and welfare to finance a major medical plan and make dependent benefits equal to those for employees. The \$9.50 brings total employer contribution to the health and welfare fund to \$30.33 per month per employee.

Aiding in negotiations which reached the settlement were Labor Council Executive Secretary-Treasurer Richard K. Groulx and Secretary-Treasurer Sal Minerva and Assistant Secretary Floyd Elliott of the District Council of Laborers.

Food service jobs

Assistant Labor Secretary Esther Peterson says 250,000 new workers will be required by the food service industry each year for the next 10 years. She said food service employment would total 4,000,000 by 1975.

Fraud, unethical practices held costing MediCal millions

Continued from page 1
tient who was ambulatory." In another case, 75 signed blank prescriptions were found in a nursing home.

• More than \$3,000,000 in payments to 35 doctors in one year were found, ranging from \$70,000 to \$131,000 per doctor. "Investigation disclosed overservicing by many of these physicians."

• During two months, one pharmacy "overstated its cost of drugs at an average of 38 cents per prescription." At that rate, the state could have overpaid that pharmacy about \$5,300 in a year for its 14,000 prescriptions.

• The investigation revealed that many pharmacies are giving kickbacks to nursing homes in order to obtain their business," the report said, noting a MediCal prohibition on offering "an unearned rebate, refund, discount or other unearned consideration" for business.

• An optometrist asked approval for a pair of expensive prescription sunglasses and "investigation disclosed the patient was blind." In other cases, requests declared that patients had old eyeglasses in poor condition but investigation showed they had received new glasses within six months of the request.

• In one instance, a dentist falsified his claims by putting down the wrong procedure for his dental work," with payments \$60 higher than he was entitled to receive.

• One nursing home got \$3,000 for services to patients who had died before the "date of the alleged services." Another, by billing both MediCal and Medicare in full, despite the requirement that MediCal pay only what Medicare does not cover, got "a duplicate payment of approximately \$50,000."

The report was greeted by protests from health profession groups. They were to get a hearing before a legislative committee.

O'Brien told a press conference that MediCal records are so poorly kept that it is impossible to recommend criminal action.

Heading his 12-page list of recommendations for correction was establishment of an effective investigating unit.

Phone bills to rise but opposition holds boost down

The Pacific Telephone and Telegraph Company's request for an \$181,000,000 annual rate increase, which drew vigorous labor and consumer opposition, was whacked down by a 3 to 2 vote of the State Public Utilities Commission last week, approving a \$50,000,000 boost.

And the commission ordered, PTT to improve service before 1971 by eliminating message unit charges on all calls of eight miles or shorter. Oakland to San Francisco will then be a toll-free call.

A VICTORY

Labor said the increase was too much but the reduction from the company's request was a "significant victory" for the consumers. The phone company said the increase was too low.

The California Labor Federation had concluded, in a 128-page brief filed with the PUC, that a rate of return increase from 6.3 per cent to 6.7 per cent was justified. Pacific Telephone requested a return of 7.5 to 8 per cent. The PUC awarded 6.9 per cent.

RATE INCREASES

Under the PUC order, the basic service charge for a one-party subscriber in Alameda County will increase from \$3.90 to \$4.95 effective December 2, 1968. If the company's original demands had been met, that charge could have been as high as \$5.85.

The commission ordered that two-party service, scheduled to go up 17 per cent from \$3.20 to \$3.75 next month, be eliminated by 1971 in favor of one-party service in the Bay Area and the State's three other major metropolitan areas. A special rate will then be available, with a basic charge and additional charges for extra calls.

The Federation had charged that company depreciation and financing policies failed to take advantage of available tax and other savings.

The PUC agreed that \$450,000 in tax savings were lost between 1954 and 1957 because management refused to use streamlined depreciation methods.

And the commission warned the company it "must not burden the subscriber with additional costs attributable to Pacific's financial policy." The State AFLCIO brief had charged phone company financing costs had been doubled by selling stock instead of bonds.

PRICE PROBE

The PUC also ordered an investigation of prices charged by Western Electric, a Bell System subsidiary, for manufacture of telephone equipment. Pacific's cost for telephones and switchboard equipment often "becomes as high as Western Electric feels it can charge in the light of its knowledge of the regulatory climate," the commission observed.

Labor Federation Secretary Thomas L. Pitts said that, while the boost "substantially exceeds the increase that we believe justifiable by objective evidence, it is nonetheless a significant victory for California consumers."

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